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TA/5204

# AGREEMENT

between the

HARBORFIELDS CENTRAL SCHOOL DISTRICT

OF GREENLAWN

GREENLAWN, NEW YORK

and the

UNITED TEACHERS OF HARBORFIELDS

(NYSUT, AFT, AFL-CIO)

JULY 1, 2005 – JUNE 30, 2010

**RECEIVED**

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NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD

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AGREEMENT made and entered into this *29<sup>th</sup>* day of *March*, 2005, by and between the HARBORFIELDS CENTRAL SCHOOL DISTRICT OF GREENLAWN, GREENLAWN, NEW YORK (hereinafter referred to as the "District") and the UNITED TEACHERS OF HARBORFIELDS (hereinafter referred to as the "Union"):

## **ARTICLE I – THE AGREEMENT**

This Agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to this Agreement.

## **ARTICLE II – RECOGNITION**

A. The Board of Education, pursuant to the authority of PERB certification number C1576, recognizes that the United Teachers of Harborfields is the sole exclusive representative of the teachers of Harborfields Central School District of Greenlawn, Greenlawn, New York.

B. The term "teacher" means and refers to all salaried professional personnel who are part-time, probationary, tenured, and regular substitutes (leave replacements). Excluded are all administrative and supervisory personnel, teacher assistants, per diem substitutes, and civil service personnel.

## **ARTICLE III – UNION RIGHTS**

The District and the Union affirm that an effective productive and constructive teacher organization is a definite educational asset to the school system. The District and the Union also recognize that the Union leadership requires adequate time, physical facilities and information to administer a worthwhile professional program.

### **A. The Union President:**

1. If the Union President is a secondary school teacher, he/she shall be assigned no more than four (4) instructional periods.

2. If the Union President is an elementary school teacher, the Superintendent or his designee shall meet with the Union President to formulate a mutually agreeable arrangement which would not disrupt consistency and continuity of instruction, but would afford the Union President sufficient time to administer the contract.

3. The Union President shall be paid his/her full salary and shall maintain all rights and privileges of tenure and seniority.

B. One (1) Union Vice President from each building and one (1) Union Vice President for the District shall be released from one (1) duty period for the conduct of Union business.

C. Thursday afternoons after school shall be maintained as appropriate for the conduct of Union business.

D. At the conclusion of faculty meetings, the Union shall be given the opportunity to hold its own meeting. The Union shall be given a place on the agenda of the orientation program for new teachers.

E. Subject to the availability of facilities, the District will provide space for a Union "office" to be used during the hours when the building is normally open. The use of this "office" shall be subject to building regulations in effect at the time of usage. This provision shall not obligate the District in any way except for the providing of space to be designated within the sole discretion of the District as delineated above.

District facilities such as school mailboxes and use of school buildings shall be available to individual teachers and the Union, on an unrestricted but reasonable basis, so long as the educational process is not disrupted and so long as proper and timely requests for such use have been presented to the administration of any such building involved.

F. Dues:

1. The District agrees to deduct from the salaries of unit employees dues for the Union as said employees individually and voluntarily authorize the District to deduct, and to transmit the monies so collected promptly to the Union. Employee authorization shall be in writing on forms mutually approved by the District and the Union.

2. Deductions referred to above shall be made in the following manner:

a) The Union shall certify to the District in writing its current rate of dues. Changes in the rate of membership dues shall become effective on the pay date next following the passage of thirty (30) days from receipt of notice from the Union.

b) The total annual membership dues, certified as mentioned above, shall be deducted in ten (10) equal installments beginning with the second pay period in October, and thereafter in every other pay period.

c) No later than thirty (30) days prior to the second scheduled pay date in October, the Union shall provide the District with a list and the original signed dues authorization cards of those employees who have voluntarily authorized the District to deduct dues, except for such employees whose original signed dues authorization cards were previously submitted to the District.

3. Additional authorizations, submitted after the schedule set forth in paragraph 2 (c) above, shall be honored and become effective on the pay date next following the passage of thirty (30) days after receipt by the District. Such dues shall then be deducted at the same rate and at the same time as the installment payments set forth in paragraph 2 (b).

4. The District shall, following each pay period from which a dues deduction is made, transmit the amount so deducted to the Union.

5. An employee may withdraw his authorization by written notice given to the District. The District shall promptly notify the Union upon receipt of any such notice. Said withdrawal shall become effective on the pay day next following the passage of thirty (30) days from the District's receipt of that notice.

G. Agency Fee:

1. Subject to the provisions of law, each employee of the District performing unit work who is not a member of the Union will pay to the collective bargaining agent each month a service fee toward the administration of this Agreement and the representation of such employee in collective negotiations provided, however, that such employee shall have available to her/him membership in the Union.

2. Said service fee shall be certified to the District by the Union. The fee shall be apportioned for any part-time or limited employment.

3. The District shall deduct such fee in the same manner that membership dues are deducted. The Union shall supply the District with a list of names of nonmembers at least thirty (30) days prior to any regularly scheduled pay date; whereupon service fee deductions shall be made for the balance of that year.

4. The Union affirms it has adopted a refund procedure consistent with law.

H. If earnings are insufficient to cover dues, payment for such dues shall be made by the employee directly to the Union.

I. The Union shall indemnify and save the school district harmless against any and all claims, demands, suits or other forms of liability arising out of the District complying with any provision of this Article.



J. The District shall provide the Union with up-to-date seniority lists, a list of teachers that includes location on the salary schedule with respect to step and class.

K. The District agrees to deduct from the salaries of its teachers contributions to the NYSUT Benefit Trust as said teachers individually and voluntarily authorize the District to deduct, and to transmit the monies so collected to the NYSUT Benefit Trust. The procedures governing dues deductions shall govern deductions for the NYSUT Benefit Trust.

L. The Union President shall be permitted to visit buildings to investigate written grievances in the building visited so long as it is not during assigned periods and so long as it does not interfere with regular staff assignments and duties and so long as building procedures are observed.

M. Unit members elected to Statewide and Federal office shall be granted unpaid leaves of absence by the District for one (1) term plus one (1) term extensions, as requested, provided that District procedures for securing such unpaid leaves of absence are followed.

#### **ARTICLE IV – TEACHER QUALIFICATIONS AND ASSIGNMENT**

A. Teacher duties and assignments shall be made in accordance with the needs of the District, provided such duties and assignments are made in an equitable, reasonable and objective manner.

B. Teachers who will be affected by change of grade or subject assignment will be notified and consulted by their principals (or their representatives) as soon as is practicable.

C. No assignments or nonassignments of teachers shall be made as a punitive measure.

D. Teacher assignments shall be made in the following manner:

1. On or about June 10, each teacher shall be notified in writing of his/her tentative teaching assignment for the next academic year.

2. Within three (3) school days, the teacher must sign and return the written notification of assignment, or in the alternative, submit a written statement of any objections thereto.

3. In the event of a timely objection (pursuant to 2 above), the principal shall confer with the teacher to discuss said objections. The principal shall within three (3) school days of said conference respond with a written determination.

4. If particular assignments cannot be completed in the aforementioned manner, or in the event of subsequent changes in the assignment not previously foreseen, the above procedure will be followed effective with the end of the first full week of school in each semester.

E. Secondary teachers normally will be assigned no more than three (3) preparations. However, teachers may be assigned more than three (3) preparations in the following cases:

1. When a teacher initiates a new course which he/she will teach.
2. When the District solicits and obtains suitable volunteers.
3. When the assignment limitation of three (3) preparations will result in excessing of unit member(s).
4. When a program need exists and no suitable volunteers are forthcoming.

In departments at the secondary level with less than the equivalent of five (5) full-time teachers, excluding department heads, teachers may be assigned to more than three (3) preparations if it is determined by the District that such additional preparations are necessary to meet the educational needs of the District. In no event shall the assignment of more than three (3) preparations be made in a punitive manner.

F. Persons on the preferred eligibility list get first priority for employment as per diem substitutes in the subject area from which they were excessed at the maximum per diem rate.

## **ARTICLE V – TEACHING HOURS AND TEACHING LOAD**

A. It is each staff member's professional responsibility to arrive at school in sufficient time to prepare for the teaching day. Staff members may leave when they have fulfilled their professional obligations for that day. The length of the teacher day shall not exceed 6 hours and 40 minutes for elementary teachers or 7 hours and 10 minutes for secondary teachers. The length of the teacher day at the middle school shall not exceed 6 hours and 50 minutes. The length of the teacher workday shall not restrict administration's determination of the student's academic day. The teacher day may be extended for regularly scheduled faculty meetings, parental conferences, extra help class and supervisory conferences, as provided below:

1. Regular faculty, departmental and grade level meetings shall be held on Mondays. A written agenda shall be distributed to teachers on the Friday preceding each faculty meeting. Such meetings will normally be limited to one (1) hour.

The agenda shall be determined by the principal after consultation with the faculty council. Tuesdays and Wednesdays may normally be reserved for curriculum and in-service programs.

2. a) Parents shall be provided with an opportunity to confer with the teachers of their children during or after the regular workday at a time agreeable to both parent and teacher.

b) In addition to any meetings or special programs guidance counselors may schedule with parents, the guidance counselors may be required to attend up to seven (7) evenings for conferences with parents during the school year. Such conferences shall not extend beyond 9 P.M. and shall be held when an administrative supervisor is present in the building. Guidance counselors who attend these evening conferences shall have compensatory time for the equivalent hours during the same pay period based on a schedule approved by the building principal.

c) In addition to any other professional requirements under the contract, the District may require two (2) evening conferences during the school year for all elementary teachers to meet with parents in accordance with a schedule to be approved by the principal. Such evenings combined shall not exceed five (5) hours, shall not extend beyond 9 P.M. and shall be held when an administrative supervisor is present in the building. In return, the District will provide (5) hours released time during the last full week of school for all elementary teachers who attended the District required parent evening conferences during the school year.

3. Teachers shall normally use noninstructional periods for individual instruction and remedial help to students. Teachers shall be permitted to leave the building during unassigned periods upon notification to the principal or his designated representative. If such an unassigned period is at the beginning of the day, such notification should be given on the previous workday. This is not intended as a reduction in the length of the workday.

4. Pupils, or groups of pupils, shall not be deprived of the opportunity for teacher tutorial assistance because such assistance must be provided outside of the regular workday; however, the parties concerned will strive to schedule such periods of tutorial assistance during the teacher's workday.

5. The teacher day may be extended for supervisory conferences at a mutually agreeable time.

B. Teachers shall have a duty-free lunch period of the same length of time scheduled for students, with current practice of flexibility.

C. In addition to home room, secondary school teachers will be assigned not more than the equivalent of six (6) student supervision periods. Further, secondary

school teachers shall not be assigned more than five (5) periods of classroom instruction (exclusive of laboratory assignments, special education and reading instruction), provided, however, that this shall not prevent the District from seeking and assigning volunteers for a sixth teaching assignment without obtaining Union approval. Tenured teachers shall have priority over non-tenured teachers for sixth teaching assignment opportunities. Effective with the start of the 2003-04 school year, with the exception of the length of the middle school teacher day (Article V-A) which shall remain the same, all provisions of this Article V concerning secondary school teachers shall apply to middle school teachers, i.e., those in grades 6 through 8. The fact that unassigned periods are of unequal duration shall not be grounds for grievance.

1. Should a teacher or the Union feel that a particular teacher has been assigned too many periods, the matter will be discussed by the Union and the Superintendent.

2. a) Teachers who are required to travel between schools during the school day shall be reimbursed for mileage.

b) Secondary school teachers who are required to travel between schools during the school day shall have no more than five (5) student supervision periods.

D. When a secondary teacher is absent, and a qualified substitute teacher is not available, a secondary teacher may be assigned to cover the classes of the absent teacher and receive compensation in accordance with Appendix "E."

1. The District shall compile a list of volunteers by period for the high school and middle school on a rotating basis.

2. Available volunteers from the department of the absent teachers shall be assigned before a nonvolunteer.

E. Elementary school teachers shall be scheduled for an unassigned period each day. Such period shall not be less than thirty (30) minutes for a least four (4) of those days.

F. Anything in this contract notwithstanding, all staff may be assigned to chaperone or supervise two (2) after school or evening events at no cost to the District. With the consent of the administration, an equivalent activity may be substituted for one (1) of both of these events such as, but not limited to, class coverage during preparation time for an absent teacher, curriculum writing or curriculum related projects.

G. All physical education teachers who commence work after July 1, 1991 may be required to coach or supervise one (1) interscholastic or intramural sport per

season, but not more than two (2) interscholastic sports per year as part of their regular duties.

H. Teachers shall be responsible for the maintenance of adequate written plans for use for teaching and for use by substitutes. These plans may be examined for supervisory purposes. "Formalized Plan Books" are required of nontenured teachers.

I. Area supervision will be utilized as a means of reducing the nonteaching responsibilities of the professional staff. Furthermore, such supervision requires that the entire staff be aware of and fulfill their professional obligations in maintaining proper decorum within the schools in accordance with District policy.

J. Telephones shall be provided for use by teachers in contacting parents. The Board reserves the right to remove same where the cost of the service in any building(s) proves operationally unfeasible.

#### **ARTICLE VI - CALENDAR**

A. The District shall consult with the Union prior to its establishing a calendar. The District shall establish an initial calendar providing no more than 184 workdays for teachers commencing no earlier than the day after Labor Day and ending no later than Friday of the last week of school except that the Superintendent may at his/her option annually assign all or part of the staff to attendance at high school graduation. Any exception to the above work year beginning on the day after Labor Day and ending on the Friday of the last day of school shall require Union consent.

B. Generally, teachers will not be required to make up days when school is closed for emergencies, except to meet state minimum requirements for the length of the school year. Guidance counselors and psychologists may be required by the District to work a maximum of five (5) additional days over and above the normal teacher work year. Unless otherwise agreed to by the Unit member, such workdays shall be contiguous to the close of the school year in June and/or the opening of school in September. Payment for such work shall be at the daily rate of 1/200<sup>th</sup> of the employee's annual base salary.

#### **ARTICLE VII – TRANSFERS AND PROMOTIONS**

A. All teachers, upon signing their salary agreement, are employees of the Harborfields Central School District. The educational needs of the District shall be the primary consideration in all transfers and reassignments. The District will endeavor to make such transfers and reassignments in an equitable, reasonable and objective manner. Unless otherwise notified, teachers will be reassigned to the school at which they were employed upon signing such agreement.

B. Probationary teachers, wherever practicable, are to serve their probationary period in the school of original assignment.

C. Notification of all professional staff openings in the District shall be posted in the general office and Faculty Room of each school and the District Office. During times when school is not in session, the District will mail notices to the Union President. The District will also, upon request from the Union President, provide a reasonable number of copies for Union distribution to professional staff members.

#### **ARTICLE VIII – TEACHER REPRESENTATION**

A teacher shall have the right to representation by the Union or any other person at any conference of a disciplinary nature or during any conference which changes into one of a disciplinary nature. Upon said change, the conference will be terminated and will resume at such time as the Union representative or other person is available.

#### **ARTICLE IX – ADMINISTRATION – TEACHER COMMITTEES**

Each building of the District will maintain a “Faculty Council.”

1. Faculty council shall be composed of approximately ten percent of the teachers assigned to each building. Teacher representatives shall be elected from the building faculty.

2. The faculty council shall meet on a monthly basis with the building principal to discuss teacher concerns within the building.

#### **ARTICLE X – PROFESSIONAL DEVELOPMENT**

A. The District shall establish a Professional Development Fund of Thirty Thousand (\$30,000.00) Dollars, which shall be expended each year in accordance with the Union/District practices.

#### **ARTICLE XI – TEACHER EVALUATION**

A. Personal observation of a teacher’s performance by the supervisory staff and other teachers, followed by a post observation conference within ten (10) days of such observation, should take place to make the evaluation program a success.

B. The Administration will encourage the participation of teachers as consultants in the creation of more effective and objective evaluative procedures.

## **ARTICLE XII – PHYSICAL EXAMINATIONS**

### **A. Requirements:**

For the protection of the individual teacher, the Union, the students and community in the operation of these regulations and in accordance with the recommendations of the State Department of Education:

1. Each teacher shall receive a complete physical examination and submit the results of such examination to the Superintendent of Schools on a form provided by the District prior to initial date of employment.

2. The examination will be performed by a school physician at District expense.

3. In accordance with State Education Law, and notwithstanding the above, the Superintendent may require an examination of an employee by a school physician or an independent physician.

## **ARTICLE XIII – PERSONNEL FILES**

A. Evaluations and all other items from within the school system which relate to a teacher shall be open to that teacher's review. Individual teachers shall have the right to review such material, upon request, in the presence of the Superintendent, or his/her designee. Teachers may also review materials in their personnel files in the same manner. References from outside of the Harborfields School System and confidential folders from placement offices shall remain confidential.

B. The teacher shall acknowledge that he has viewed such material by affixing his signature on the copies so viewed. Such signature merely signifies that he has read the material filed; it does not indicate agreement with its contents.

C. A teacher shall have the right to comment upon any material filed and his comment shall be reviewed by the Superintendent or his/her designee and attached to the file copy.

## **ARTICLE XIV – TEACHER AIDES**

The District shall continue, within budget limitations, to employ teacher aides for the purpose(s) of assuming nonprofessional and nonteaching responsibilities.

## **ARTICLE XV – LEAVES OF ABSENCE WITH PAY**

### **A. Sick Leave:**

1. Effective September 1<sup>st</sup> of each year, each full-time teacher shall be credited with twelve (12) days “Sick Leave” with full pay. To the extent not used, sick leave credit shall be cumulative from year to year during the term of employment to an unlimited maximum. Any sick leave accumulated through June 30<sup>th</sup> of the previous year is to be included.

2. A doctor’s certificate may be required after three (3) consecutive days of absence, at the discretion of the Superintendent.

3. Absences for each day in excess of approved leave may be, at the discretion of the Board of Education, subject to a salary deduction equal to 1/200<sup>th</sup> of the employee’s annual base salary.

4. A teacher sustaining physical injuries, which are not the result of his own negligence, within the scope of his employment shall not have the recovery period deducted from accumulated sick leave nor lose any salary during such period; provided, however, that such period shall not exceed ten (10) school days – or, in the case of injury resulting from physical assault thirty (30) school days – or the waiting period for Worker’s Compensation (if applicable) whichever shall be less.

### **B. Long-Term Disability Protection – Catastrophic Illness:**

Tenured teachers may be eligible for Catastrophic Illness Benefits in any case where an individual is absent from employment due to a long-term illness or disability.

1. This provision covers only continuous days of absence due to illness or injury.

2. The Catastrophic Illness Benefit provides for additional sick leave coverage of one hundred fifty (150) working days subsequent to the expiration of accumulated sick leave. A thirty (30) workday waiting period shall exist prior to the commencement of this benefit.

3. The Catastrophic Illness Benefit may be renewable for an additional thirty (30) working days upon application by the teacher and approval of the Superintendent of Schools.

4. Eligibility for this benefit is limited to once during employment in the Harborfields Central School District, provided however, that the Superintendent and the President of the Union may waive this requirement by written agreement.



5. A bank of Catastrophic Illness days shall be established for use by eligible teachers. Effective July 1, 1984, a total of one hundred eighty (180) days shall be credited to the Catastrophic Illness bank. The current number of days shall be frozen (1304.5). The District will add days to the bank only in the event the bank falls below three and a half (3 ½) times the number of teachers on staff. In such event, the District will add the number of days needed to bring the bank up to three and a half (3 ½) times the number of teachers.

6. The District reserves the right to require a doctor's certification from the teacher as to the nature of the illness, the reasons for the necessary absence and a prognosis for future service. The District also reserves the right to require a teacher to submit to a complete medical examination by a doctor of its choice at its expense.

C. Personal Leave:

1. A maximum of three (3) working days per year, non-cumulative, will be approved for personal reasons without salary deductions. Written requests for such absences shall be submitted five (5) school days in advance of the intended absence except in cases of emergency, when advance notice cannot be given.

2. Personal days of absence are defined as days of absence of a personal nature to meet obligations which cannot be met at times other than during the school day. Extension of holidays or vacation does not constitute "personal reasons." The Superintendent shall have the discretion to approve personal leave on days contiguous to school holidays or vacations where he deems the reasons to be emergency in nature. In such event the teacher shall detail the circumstances of the emergency.

3. Days of a "Personal Nature" are:

a) Legal matters which cannot be scheduled other than during the school day. Examples are: income tax hearings, adoption proceedings, real estate closings and court appearances.

b) Family weddings, graduations and religious ceremonies.

c) Moving.

d) Emergency family accidents or medical problems.

e) Funerals of relatives other than immediate family.

f) Any other purpose which the Superintendent may deem appropriate upon application stating the specific reason.

4. If, in the judgment of the Superintendent, the requests from any building(s) for any day(s) are sufficiently numerous to disrupt or interfere with the normal daily educational process in that building(s), the Superintendent may limit approval to those requests not exceeding ten (10%) percent of the faculty in that building(s), (approval to be in order of requests).

5. All unused personal leave shall be transferred to the teacher's accumulated sick leave account (delineated in Article XV A-1 above) as of June 30 of each year.

D. Death in the Immediate Family:

In the event of a death in the immediate family, unit members may charge to their sick leave accumulation a total of five (5) days in any one (1) school year. Immediate family shall be defined as spouse, child, sibling, parents or parents-in-law.

E. Temporary Military Duty and Jury Duty:

An Armed Forces Reservist or National Guardsman involuntarily called to temporary active duty or a teacher called to jury duty shall suffer no loss of pay.

F. Professional Days:

Teachers will be granted professional days with pay for the purpose of attending conferences or meetings of a professional organization and visiting other school districts. These professional days are granted at the discretion of the Superintendent. A teacher desiring to make use of such professional day(s) shall submit a written request to the building principal at least five (5) days prior to the intended absence. The District shall encourage participation in professional conferences and visitations to continue the exploration of innovative programs.

**ARTICLE XVI – LEAVES OF ABSENCE WITHOUT PAY**

A. Temporary Leaves of Absence:

Any tenured teacher may make a written request for a leave of absence without pay for a period of time generally not to exceed one (1) year. Such leaves may be granted when there are special personal situations which fully involve the teacher, but are not permanent in nature, or where special conditions or opportunities require specific time arrangements by the teacher. All applications and requests for extension are subject to the approval of the Superintendent and the Board of Education. All requests for a leave of absence shall be submitted not later than ninety (90) days prior to the commencement date of such leave. In the event of an emergency situation, this prior notice requirement may be waived by the Superintendent. The commencement and

expiration date of any approved leave of absence shall be fixed by the Board of Education.

Any individual on leave will be responsible for the full payment of premiums or other obligations for fringe benefits to which he/she is entitled. The individual is not entitled to retirement credit, nor eligibility for coverage under the District's insurance benefit programs except for health insurance, which may be continued at full cost to the teacher. The provisions of "Leaves of Absence With Pay" do not apply to any staff member while on leave of absence without pay. Not later than ninety (90) days prior to the expiration date of a leave of absence, the teacher shall submit a letter to the Superintendent's Office indicating his/her intention to return or announcing his/her resignation as a teacher. The same ninety (90) day notice provision shall also apply to requests for extension of a leave of absence.

B. Infant Care Leave:

An employee will be eligible for an unpaid leave of absence for child care subject to the following terms and conditions:

1. A written request for a child care leave must be submitted to the Superintendent of Schools as soon as possible, but no later than ninety (90) days prior to the commencement of the leave. The leave shall commence either on September 1 or February 1 of the academic year, or at any appropriate time in the academic year acceptable to the Superintendent. The notice and/or starting time may be waived by the Superintendent of Schools. The leave will extend for the duration of the school year for which the application is made, a semester or at any appropriate time of the academic year with the consent of the Superintendent. All leaves shall terminate on the following September 1<sup>st</sup>.

2. The leave may be extended for up to one (1) additional academic year provided a request for such extension is received in writing no later than ninety (90) days prior to the end of the leave. Such extended leave shall also terminate on September 1<sup>st</sup>. The maximum period for an infant care leave will be twenty-four (24) months. If an employee desires to return from infant care leave in less than twenty-four (24) months, he/she may make such request in writing to the Superintendent of Schools, provided such request is submitted no later than one hundred twenty (120) days before the requested date of return. All requests for early return are subject to approval by the Board of Education, upon the recommendation of the Superintendent of Schools. The employee on leave for a full year or more will give the District one hundred twenty (120) days written notice of intent to return. An employee on leave for less than a full year will give the District sixty (60) days written notice of intent to return. In the event written notice of intent to return is not received, the District shall notify the employee that unless written notice is received within ten (10) days, the employee will be deemed to have abandoned the position.

3. Any employee on infant care leave will accrue no benefits or entitlements during his or her absence. Such employee will be responsible for the full payment of premiums or other obligations for fringe benefits to which the employee is entitled. The employee is not entitled to retirement credit nor is the employee eligible for coverage under the District's insurance benefit program, except for health insurance, which may be continued during his/her absence by the employee paying the full premiums.

## **ARTICLE XVII – TEACHER BENEFITS**

### **A. Health Insurance:**

1. The employees and the District, respectively, shall contribute the following proportionate shares of the full cost to the New York State Empire Core Plan plus Enhancements (health insurance program) until June 30, 2008.

	<u>Employee</u>	<u>Employer</u>
Individual	5%	95%
Individual and Dependent	15%	85%

Effective July 1, 2008 the employee contribution to health insurance premiums will increase to 10% for individual coverage and will remain 15% for family coverage.

Effective July 1, 2009 the employee contribution to health insurance premiums will increase to 15% for individual coverage and will remain 15% for family coverage.

2. The District shall continue to pay the premiums for the health insurance benefits of those members of the teaching staff who retire in accordance with current contribution rates; provided, however, that for teachers who are hired on or after October 1, 2002, the District's contribution toward health insurance when they retire shall be as follows:

70% of the contract rate for those with 10 or more years of District service at the date of retirement (e.g., 59.5% for individual and family based on the contract rate of 85% effective July 1, 2009).

80% of the contract rate for those with 15 or more years of District service at the date of retirement (e.g., effective July 1, 2009, 68% for individual and family).

100% of the contract rate for those with 20 or more years of District service at the date of retirement (e.g., effective July 1, 2009, 85% for individual/85% for family).

The District will develop a procedure to notify new employees of this benefit.

3. Teachers who are eligible for health insurance who voluntarily decline such coverage for one (1) year shall be eligible for a declination bonus in the amount of One Thousand (\$1,000.00) Dollars on the anniversary date of the declination. In any one (1) school year, should thirty (30) or more teachers who are eligible for health insurance voluntarily decline such coverage for one (1) year, then the declination bonus for that year shall be One Thousand Five Hundred (\$1,500.00) Dollars rather than One Thousand (\$1,000.00) Dollars. Should thirty (30) or more teachers who are eligible for family health insurance coverage voluntarily decline such coverage and opt instead for individual health insurance coverage for one (1) year, then they shall be eligible for a declination bonus in the amount of Five Hundred (\$500.00) Dollars on the anniversary date of the declination.

4. A committee to study health care costs shall be established at the earliest convenience of the District and the Union. It shall have equal representatives from the District and the Union. The committee shall study lowering health care costs.

B. Life Insurance:

The District will provide members of the professional staff with a fully paid life insurance policy in the sum of Fifty Thousand (\$50,000.00) Dollars. Teachers may purchase additional life insurance as well as dependent group life (maximum of \$50,000.00) through payroll deduction subject to the regulations and requirements of the insurance carrier.

C. Dental Insurance:

The District's contribution toward dental coverage for unit members (individual or family coverage) shall be 80%.

D. Benefits For Part-Time Teachers:

All staff members who teach fewer than three (3) classes or who work less than half-time shall not receive insurance benefits. This shall not apply to teachers rehired from the preferred eligibility list.

E. Retirement Incentive Plan/Payment for Unused Sick Leave:

Unit members will be eligible to receive benefits upon retirement in accordance with requirements set forth below. Benefit entitlements will be paid within

thirty (30) days following the effective date of retirement. Any payment for credited days of sick leave will be equal to 1/200<sup>th</sup> of the employee's annual base salary for the last year of employment.

A teacher retiring under this plan will receive the following benefits:

Terminal payment based upon accumulated sick leave will be determined by granting one (1) day's credit for each two (2) days of accumulated sick leave, up to a maximum of 150 credited days. In addition eligible teachers will receive a retirement incentive in the amount of Twelve Thousand Five Hundred (\$12,500.00) Dollars.

Eligibility requirements for this plan include the following:

1. A teacher must retire at the conclusion of the school year (July 1 – September 1), he/she first reaches the age of fifty-five (55) years and completes a total of at least twenty (20) years of credited service under the New York State Teachers' Retirement System, or at the conclusion of the school year in which the teacher, who is age fifty-five (55) years or more, has first completed twenty (20) years of credited service under the New York State Teachers' Retirement System.

2. A teacher must have completed ten (10) consecutive full years of service in the Harborfields Central School District.

3. A teacher must submit to the District no later than January 1, of the final full year of service, a letter of resignation for retirement purposes. This notice provision may be waived for employees retiring for medical reasons, or for any other reason(s), upon the recommendation of the Superintendent of Schools and approval by the Board of Education.

F. Direct Deposit:

Teachers may authorize direct deposit of payroll checks.

G. Other:

1. The District shall have the right to determine the insurance carrier in providing dental and life insurance benefits. Should there be a change in the New York State Health Insurance Program rate structure, whether or not the District should change carriers shall be negotiated.

2. The District shall contribute Twenty-Two (\$22.00) Dollars per bargaining unit member per year to the NYSUT Legal Assistance Plan.

3. The District shall contribute Thirty-Five (\$35.00) Dollars per bargaining unit member per year to the NYSUT Financial Counseling Plan.

H. Section 125 Plan – Effective July 1, 1997, the District shall provide a §125 Plan in which teachers may elect to participate.

## **ARTICLE XVIII – SALARIES AND OTHER COMPENSATION**

### **A. Salary Schedule:**

1. All unit members will remain frozen on their renumbered (see subsection 3 below) 2004-2005 step for the 2005-2006 school year and as a result thereof will neither receive a wage increase, nor step increment with the possible exception of wage increase due to movement from one lane to another.

2. The salary schedule for 2005-2006 will remain unchanged from 2004-2005, except for the creation of a new entry level step 1 which step shall equal the current (2004-2005) step 1 minus the difference between current (2004-2005) step 1 and current step 2.

3. All current (2004-2005) steps will then be renumbered beginning with current step 1 becoming step 2, and so on.

4. Notwithstanding the foregoing, those staff members eligible to move onto a current (2004-2005) longevity step (21 or 26) will do so in 2005-2006.

5. Notwithstanding subsection 1 above, any staff member eligible to retire by June 30, 2006 who submits a letter of resignation for the purpose of retirement on or before June 30, 2005 will be moved up to the step on which they would have otherwise been placed during the 2005-2006 school year. New steps 21A and 26A will be created (for the 2005-2006 school year only) which will each be 4% higher than steps 21L and 26L respectively. The only staff members that will be placed on these steps (21A and 26A) will be those who submit a letter of resignation by June 30, 2005 for the purpose of service retirement with the New York State Teachers Retirement System effective June 30, 2006, who were otherwise scheduled to remain on step 21L or step 26L for the 2005-2006 school year. Effective June 30, 2006, the aforesaid steps 21A and 26A will be permanently eliminated.

6. Effective September 1, 2006, the salary schedule will be the 2005-2006 schedule, as renumbered as a result of the foregoing, increased at each cell by 3%.

7. Effective February 1, 2007, the salary schedule will be the September 1, 2006, schedule increased at each cell by 3%.

8. The 2007-2008 salary schedule will be the February 1, 2007 schedule increased at each cell by 4.25%.

9. The 2008-2009 salary schedule will be the 2007-2008 schedule increased at each cell by 4%.

10. The 2009-2010 salary schedule will be the 2008-2009 schedule increased at each cell by 4%.

11. The extra-compensation schedules in Appendices B-E shall be increased July 1<sup>st</sup> by the percentage in each year of the Agreement as indicated in subsections 6, 7, 8, 9 and 10 above.

B. General Provisions:

1. Effective February 1, 1997 no teacher shall be eligible to be placed on the BA+30 or the MA+45 column except as provided herein. Any teacher who as of November 1, 1996 is on BA+30 and MA+45 may remain on those columns. In addition, any teacher who as of November 1, 1996 is on BA+15, upon approval and earning fifteen (15) additional credits may move to BA+30 and any teacher who as of November 1, 1996 is on MA+30 upon approval and earning fifteen (15) additional credits may move to MA+45.

2. Teachers who are certified and whose professional preparation includes the Baccalaureate Degree and/or the Master's Degree are eligible for lateral movement on the salary schedule, subject to requirements and conditions as indicated under Article XVIII – C and D.

3. Teachers who are certified and whose professional preparation includes an Ed. D. or Ph. D. from a recognized educational institution, are eligible for the Doctor's Degree classification. The term "recognized educational institution," means any college or university recognized by the National Commission on Accrediting.

4. A new teacher whose regular employment begins prior to February 1, of any school year, will be advanced one (1) step on the appropriate schedule as of September 1, of the following school year; teachers who regular employment begins between February 1, and the close of the school year, will be advanced one (1) step on the appropriate schedule as of September 1, following completion of a full year's service.

5. Upon the recommendation of the Superintendent of Schools and the approval by the Board of Education, a teacher may be eligible for placement on longevity step 21 and 26. Placement on step 21 requires twenty (20) years of credited teaching service, ten (10) in the District. Placement on step 26 requires twenty-five (25) years of credited teaching service, including fifteen (15) in the District.

6. All uncertified teachers who fail to complete six (6) credits toward the satisfaction of their deficiencies each year as prescribed by the Regulations of the Commissioner, may, if re-employed, be retained at their present salary. Advancement



will be made upon completion of six (6) credits. Upon completion of required certification, the teacher will be placed on a salary step commensurate with years of service.

7. Teachers who fail to satisfy permanent certification deficiencies as prescribed by the Regulations of the Commissioner, will, if re-employed, be retained at their present salary step. Upon completion of certification requirements, the teacher will be restored to regular salary step placement.

C. Approval of Courses for Salary Credit:

Teachers may receive salary credit for completed graduate and in-service study, provided such study meets the approval of the Superintendent of Schools. Individual teachers who desire to take a graduate course for salary credit, are required to complete a "Course Approval Form" which is available through the Principal's Office of all District schools. Completed forms are to be submitted to the building principal for review. To be eligible for salary credit, approval for each course must be obtained from the Principal and Superintendent in advance and prior to course registration.

1. Consideration will be given to the following areas of study:
  - a) Graduate courses required for permanent certification in the teacher's area of assignment or subject field as part of a planned program of directed study approved by the principal.
  - b) Graduate courses in the teacher's area of assignment or subject field as part of a planned higher degree program approved by the principal.
  - c) Graduate courses in the teacher's area of assignment or subject field which have been approved by the principal.
  - d) Other courses or in-service study, designed to improve the individual's value to the District, which have been approved by the building principal.
2. Courses taken for residence, attendance or audit credit only will not be approved.
3. All approved graduate courses or in-service study will be given full credit toward salary, if taken in point of time after the awarding of the highest degree claimed by the teacher.
4. In-service courses offered by the Board of Education or other agencies, will be given the credit assigned by the Board of Education upon successful completion of each course.

5. A maximum of fifteen (15) approved and earned credits may be applied to salary advancement each year (September 1 through August 31).

6. In-service credits acceptable for advancement across the salary schedule, shall not exceed fifteen (15) for every thirty (30) credits claimed. The number of in-service credits which may be applied toward any one (1) salary advancement (e.g., from MA+15 to MA+30), may not exceed eight (8) credits. In-service credits in excess of this number, may be held and applied to future salary advancements.

7. A provisionally certified staff member may not use in-service course credits for advancement across the salary schedule, unless the only deficiency to satisfy permanent certification requirements is the completion of two (2) years' experience. Upon the satisfaction of permanent certification requirements, this staff member may then be credited toward future salary advancements with any approved in-service credits earned during the period of provisional certification subject to the conditions set forth in C-6 above.

D. Transfer to Higher Salary Classification:

1. Candidates for transfer to a higher salary classification are responsible for filing application on a "Request for Salary Change Form" which is available in the Principal's Office of all District schools.

2. Candidates for transfer to a higher salary classification are responsible for furnishing Human Resources with proof of satisfactory completion of approved courses or degrees. Only official college or university transcripts shall be accepted by Human Resources as proof of course completion.

3. Salary adjustments will be made effective on September 1, for course work completed prior to such date(s), provided Human Resources has all official transcripts and other pertinent evidence on file by November 15.

E. Individual Teacher Records:

Human Resources will maintain all teacher records relating to study, salary classifications and certification. Requests for course approval will be submitted to Human Resources, as will proof of work completed. It is the responsibility of teachers to furnish a copy of all teaching certificates held to Human Resources.

F. Extra Compensation Schedule:

Extra compensation will be paid in accordance with Appendices B, C, D and E.

G. EIT Funds:

All EIT funds for which the District may apply shall be used to fund this Agreement.

**ARTICLE XIX – GRIEVANCE**

A. Purpose:

1. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to grievances of the parties as defined above. Both parties agree that these proceedings shall be kept as informal and confidential as necessary at any level of the procedure.

2. Nothing herein contained shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate members of the administration.

B. Definitions:

1. A “grievance” is a claim based upon an event or condition which affects the terms and conditions of employment of a teacher or group of teachers as directly related to the interpretation, meaning or application of any of the provisions of this Agreement.

2. For purposes of this procedure, the term “teacher” includes all unit members.

3. A “party in interest” is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.

4. The “Superintendent” is the Chief Executive Officer of the District.

5. The “Administrator” is that individual not in the recognized unit who holds a position which includes the responsibility for the administration of a school building or a district wide supervisory function.

6. The term “days” when used in this Article shall, except where otherwise indicated, mean working school days, thus weekend or vacation days are excluded.

7. The “date of the grievance” is that date on which the event or condition constituting the grievance occurred or that date upon which the grievant knew or reasonably should have known of the event or condition, whichever is later.

C. Procedure:

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum, and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.

2. In the event a grievance is filed so that sufficient time, as stipulated under all the levels of procedure, cannot be provided before the last day of the school year, then said grievance shall be resolved in the new school term in September under the terms of this Agreement and Article, and not under the terms of any succeeding Agreement. Where irreparable harm to a party in interest can reasonably be foreseen, however, the time limits shall be reduced so that the grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as is practicable.

D. Basic Principles:

1. A teacher shall have the right to present grievances in accordance with these procedures, free from coercion, interference, discrimination or reprisal.

2. The teacher instituting a grievance shall have the right at all stages to proceed personally, or through the Union’s representative, or any other representative of its choice, except that he shall not be represented by any person or representative of an employee organization other than the Union; such as an officer, executive board member, delegate, representative or any employee regularly performing official duties for an organization other than the Union.

3. Each administrator shall have the responsibility to consider promptly each grievance presented to him and to make a determination within the authority delegated to him within the time specified in these procedures.

4. Each party in interest to a grievance shall have the right of access to all written statements and official records pertaining to such case.

5. Both parties agree that grievance proceedings will be kept as informal and confidential as possible at all levels of the procedure.

6. Both parties agree that grievances will relate to real issues and will not be filed frivolously.

E. Initiation and Processing of Formal Grievance:

1. Level One

A teacher having a grievance shall immediately discuss it with his immediate supervisor either directly or with his representative with the objective of resolving the matter informally. If the grievance is not satisfactorily resolved, the teacher shall, within fifteen (15) days of the date of the grievance, submit a written Statement of the Grievance to the appropriate building principal. The building principal shall, within five (5) school days of said written submission, submit a written response to the grievant.

2. Level Two

In the event that the teacher is not satisfied with the disposition of his grievance at the Level One, he may, within five (5) days of receipt of the building principal's response or twenty (20) days of the date of the grievance, whichever shall occur first, file with the Superintendent the written statement of the grievance and a written statement of Specific Objections to the building principals's response, together with the reasons therefor. Copies shall simultaneously be forwarded to the President of the Union.

Within ten (10) school days of timely receipt by the Superintendent of the grievance and Specific Objections, the grievant shall meet with the Superintendent or his designee in an effort to resolve the grievance. The President of the Union shall be invited to this meeting. The Superintendent or his designee shall, within five (5) days of said meeting, submit a written statement of his decision to the grievant and a copy of same to the President of the Union.

3. Level Three

a) Within five (5) days from the Superintendent's submission of the written statement of his decision, the grievant may request in writing that the Union submit his grievance to arbitration. If the Union determines that it is in the best interest of the school system, it may submit the grievance with a written statement of specific objections to the Level Two determination to arbitration within ten (10) days after the grievant's submission of his written request.

b) The arbitrator shall be designated from a list submitted by the American Arbitration Association in accordance with its procedures.

c) The arbitrator shall confer with representatives of the District and the Union and shall hold hearings promptly, and shall issue his/her recommendation not later than twenty (20) days from the date of closing of the hearings, or if oral hearings have been waived, then from the date the final statements and proofs are submitted to him or her. The decision shall be in writing and shall set forth the

arbitrator's opinion and conclusion on the issues submitted. The parties recognize that the Board of Education is legally charged with the responsibility of operating the school system. The sole power of the arbitrator shall be to determine whether terms of this Agreement have been misinterpreted or inequitably applied in such a manner as to effect the conditions of circumstances under which a particular teacher or group of teachers works; and the arbitrator shall have no power or authority to make any decision which would modify, alter, or amend any term of this Agreement, or which would require the commission of an act prohibited by law or which is violative of the terms of this Agreement. The arbitrator shall not substitute his/her judgment for that of the District where the District's action is not unreasonable. The recommendations of the arbitrator shall be rendered to the District and to the Union and shall be advisory only, and no judgment may be entered thereon.

4. Level Four

In the event that the Union is not satisfied with the arbitrator's recommendation, or in the event that the Superintendent has rejected the recommendation of the arbitrator, the Union may, within ten (10) days after receipt of such recommendation or rejection, submit the written statement of the grievance, a copy of the arbitrator's decision and recommendation, and a written Statement of Objections to the Board's Personnel Committee, with a copy to the Superintendent. The Superintendent may respond in writing with a copy to the Union, within ten (10) days after receipt of the Union's Statement of Objections.

Within fifteen (15) days after receipt of the Superintendent's response, the Board's Personnel Committee shall meet to consider them, and within thirty (30) calendar days of receipt of such response shall submit a written statement of its decision to the President of the Union and to the Superintendent.

F. Rights of Parties in Interest:

1. No reprisals of any kind shall be taken by any person against any participant in the grievance procedure, whether a party in interest or otherwise, by reason of such participation.

2. Any party in interest may be represented at all stages of this grievance procedure, subject in the case of a teacher, to the provisions of Section "D" (2) above. Where a teacher is not represented by the Union, the Union shall have the right to be present and to state its views at all stages of this Formal Grievance procedure.

G. Miscellaneous:

1. Subject to the terms of this subparagraph, if, in the judgment of the Union, a grievance affects a group or class of teachers, the Union may submit such grievance in writing to the Superintendent directly, within fifteen (15) days of the date of

the grievance, and the processing of such grievance shall be commenced at Level Two. No such grievance shall relate to a hypothetical case, and in bringing such grievance, the Union shall identify the members of the group adversely affected. A grievance may not be processed at any level of this procedure without the consent of the grievant(s).

2. Time limit specified herein shall not accrue for those days a party in interest is absent.

3. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

4. The grievant may be present at his option at any stage of the proceedings and shall be present at any stage of the proceedings at which his presence is requested by the Union, a party in interest, the Superintendent or his designee, or the Board.

5. A grievance shall not be processed during school hours except that, in the case of unusual circumstances, the Superintendent may waive this provision by written notification to the grievant with a copy to the President of the Union.

H. Binding Arbitration:

In the event that the District rejects three (3) consecutive decisions of advisory arbitrators, all future grievances having a potential impact of Five Thousand (\$5,000.00) Dollars or less, if not resolved prior to Level Three, may be submitted to Binding Arbitration.

In order to determine potential impact, the Union must declare in writing, prior to submission, which teachers may be affected by disposition of the grievance. Calculation of the potential impact shall include all grievants and all teachers included in said list. This list shall be exhaustive. Teachers not included within said list cannot bring similar grievances to Binding Arbitration.

The party whose position on the particular grievance is not sustained by the arbitrator shall pay the arbitration cost.

I. Rights of the District:

The District shall have the right to utilize all provisions of this Article.

**ARTICLE XX – MODIFICATION OF PROCEDURES UNDER SECTION 3020-a OF THE EDUCATION LAW**

The District and the Union on behalf of all tenured unit members agree that the following procedures shall be applicable to unit members in all cases where the

provisions of Section 3020-a of the Education Law would otherwise govern; that the provisions of Section 3020-a and Part 82 of the Regulations of the Commissioner of Education shall not be applicable to unit members in such cases; and that the parties shall cooperate to insure that the following procedures are implemented on a timely basis.

1. Filing of Charges

Charges may be filed by certified mail against an employee either by the Superintendent or by a majority of all members of the Board of Education in executive session during the period between the opening and closing of the school year. A charged employee may be suspended or reassigned by the Superintendent until issuance of the hearing officer's finding and shall suffer no reduction in salary or fringe benefits during the period of suspension or reassignment except as provided in Section 8 of this Article. An employee shall not be removed except for any one or more of the following causes: (a) insubordination, immoral character or conduct unbecoming to an employee; (b) inefficiency, incompetency, physical or mental disability, neglect of duty; or (c) failure to maintain certifications as required by the Education Law and the Regulations of the Commissioner of Education. No charges under this section shall be brought more than three (3) years after the occurrence of the alleged cause(s) outlined in (a), (b), (c) above, except when the charge is of misconduct constituting a crime when committed.

2. Designation of Hearing Officer

Upon filing charges against the employee, the Superintendent or the Board shall simultaneously send a copy of the charges and all other information forwarded to the employee, an affidavit of service of a copy of the charges upon the employee, and the name and address of the attorney, if any, who will represent the Superintendent or the Board at the hearing by certified mail to one (1) of the following hearing officers on a rotating basis: Howard C. Edelman, Esq., Rosemary Townley, Esq. and Jay Nadelbach, Esq., and one (1) other person to be agreed upon by the parties in writing and who agrees to be bound by the requirements of this Article. Having served once, either party may remove a panel hearing officer from the rotation list.

3. Obligation of Hearing Officer

The hearing officer shall also be informed of the place in the District for the holding of the hearing. The hearing officer, by accepting jurisdiction, is bound to implement these procedures without modification, including the strict observance of all time limits. Neither the hearing officer nor the parties nor any combination shall have the authority to waive the time limits or to otherwise modify the provisions of this Article.



4. Request for Hearing

The employee shall have ten (10) calendar days from receipt of the charges to notify the designated hearing officer of the desire for a hearing and, if a hearing is requested, of the name of his/her attorney, and shall file a written demand for a public hearing. If said written demand for a public hearing is not filed, the employee shall be deemed to have waived his/her right to a public hearing and the hearing will be private.

5. Final Determination by the Board of Education

If no hearing is so requested, the Board of Education, by a majority vote of all members in executive session, shall take whatever action it deems advisable in light of the charges and all of the circumstances.

6. Conduct of Hearing

a) If a hearing is requested, the hearing officer shall commence the hearing within twenty (20) working days of receipt of an employee's request for a hearing.

b) The employee shall have a reasonable opportunity to defend him/herself and an opportunity to testify in his/her behalf.

c) Each party shall have the right to be represented by counsel, to subpoena witnesses, and to cross examine witnesses.

d) All testimony shall be taken under oath.

e) A competent stenographer designated by the hearing officer shall keep and transcribe a record of the proceedings.

f) At the time set for the commencement of the hearing, the parties will present to the hearing officer copies of any subpoenas served on prospective witnesses.

g) Unless the employee or his/her attorney shall have served a written demand for a public hearing upon the hearing officer, at least five (5) days before the date set for the hearing, the employee will be deemed to have waived his/her right to a public hearing and the hearing will be private.

h) Cine photographs, still photographs, video-tape recordings and audiotape recordings may not be taken at private hearings, and may be taken at public hearings only when permitted by the hearing officer.

i) Public hearings shall be open to members of the public and to representatives of the news media, except that the hearing officer may, in his/her discretion, exclude any persons other than parties, witnesses, and their attorneys from all or any portion of the hearing where such exclusion is warranted for the protection of the privacy or reputation of any person under the age of eighteen (18) years.

j) The hearing officer shall have the power to adjourn the hearing from time to time as required, but in no event so as to cause the hearing to extend beyond the eighty (80) day limit set forth in (n) below.

k) The hearing officer shall have the power to consolidate with the pending charges amended or additional charges against an employee filed no later than five (5) days before the date of the hearing, provided that the employee may file a waiver of hearing concerning such amended or additional charges with the hearing officer.

l) The hearing officer shall decide all motions and objections, but he/she may not dismiss the charges with prejudice, without the consent of the attorney for the District. However, the hearing officer may grant a motion to dismiss the charges, without prejudice to the filing of more specific charges, if such motion is made within the time specified in this subdivision, and if he/she finds that the chargers are not sufficiently specific to enable the employees to prepare a defense to such charges. Any motion concerning the sufficiency of the charges shall be made to the hearing officer no later than twenty (20) calendar days after receipt by the employee of the charges, upon notice to the attorney for the District. The decision of the hearing officer upon such motion shall be in writing.

m) The hearing officer may question witnesses and parties. No questions may be addressed to the employee unless he/she has been sworn as a witness with his/her own consent.

n) The hearing shall be completed within eighty (80) calendar days of the day the charges are received by the hearing officer.

o) Any settlement agreement entered into between the parties shall be legally binding.

## 7. Costs of Hearing

The hearing officer shall be paid by the District at a rate of Three Hundred Fifty (\$350.00) Dollars per day, inclusive of expenses. The District shall also pay the cost of the stenographer and a copy of the transcript of the hearing shall, upon request, be furnished to the employee by the District without charge.

8. Decision Based Upon the Record

The findings and recommendations of the hearing officer, including the findings and recommendations as to penalty or punishment if one is warranted, shall be issued by the hearing officer within thirty (30) calendar days of the close of the hearing. Such findings and recommendations shall be final and binding on the parties, subject only to their right to appeal as set forth in Section 9 below. If an employee is acquitted by the hearing officer, then any record of the charges shall be expunged from the employee's record. If an employee is terminated by the hearing officer, the District shall no longer be required to pay salary or fringe benefits from the date of the decision forward.

9. Appeal

Either the employee or the Board of Education may review the findings and recommendations of the hearing officer by an appeal based on the record to the Commissioner of Education as provided for by the Education Law, or by an appeal based on the record by a special proceeding under Section 7803.4 of the Civil Service Practice Law and Rules. The decision of the hearing officer shall be implemented immediately by the District, and the appealing employee shall not seek a stay of such implementation by the Commissioner of Education or the courts pending the decision on appeal.

**ARTICLE XXI – RESOLUTION OF DIFFERENCES  
BY PEACEFUL MEANS**

The Union and the Board agree that differences between the parties shall be settled by peaceful means as provided in this Agreement. The Union, in consideration of the terms and conditions of this Agreement, will not engage in, instigate, or condone any strike, work stoppage or any concerted refusal to perform normal work duties on the part of the employee covered by this Agreement, and will undertake to discourage any such acts by any such employee.

**ARTICLE XXII – JOINT COMMITTEE**

The District and the Union shall establish a Joint Committee. The Committee shall meet periodically to discuss matters of mutual interest to the District and the Union.

Upon mutual agreement between the Union and the District, committees shall be appointed by the Superintendent and Union President to address common concerns and resolve problems in the interest of both parties. Such committees shall be advisory only; no committee decisions shall be binding on the District or the Union. Such committees may be formed for purposes of, but not limited to: curriculum, text books, instructional materials, professional staff facilities, evaluation, PDF.

## **ARTICLE XXIII – CONCLUSION**

A. Existing Board and District policies and practices referring or relating to unit employees shall not, for the duration of this Agreement, be changed or modified so as to violate any provision of this Agreement.

B. For the duration of this Agreement, this Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

C. Any individual arrangement, agreement or contract between the Board and an individual teacher, heretofore executed, shall be expressly made subject to and consistent with the terms of this or subsequent agreements to be executed by the parties.

D. If any provision of this Agreement or any application of the Agreement to any teacher or group of teachers shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue to be in full force and effect and a substitute provision shall be negotiated in conformity with law.

E. It shall be the responsibility of the Union to organize all faculty elections provided for this Agreement and to submit a written certification of the results to the relevant administrators with a copy to the District's central office.

F. In a field of collective negotiations which presents new and unresolved problems, the parties have successfully defined, in this Agreement, the proper area of interest on the part of the teachers in their rates of pay and conditions of work while providing simultaneously a mechanism for the teachers through the Union to convey their view based on their knowledge and experience on matters of educational policy and professional concern.

This Agreement, entered into by the Board in the exercise of its authority under the provisions of law, provides terms and conditions for the joint relationship which will rebound not only to the benefit of the Board and the teachers but more particularly, to the benefit of the students as well.

At the same time, it is the purpose of this Agreement to preserve the complete authority of the Board to take action not inconsistent with any provision of this Agreement in respect to the policies and administration of the school system which it exercises under the provisions of law.

**ARTICLE XXIV – CIVIL SERVICE LAW, SECTION 204-a**

IN ACCORDANCE WITH ARTICLE XIV OF THE CIVIL SERVICE LAW, SECTION 204-a, IT IS UNDERSTOOD AND AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

**ARTICLE XXV – DURATION OF AGREEMENT**

This Agreement will be in effect from July 1, 2005 through June 30, 2010.

At any time subsequent to December 15, 2009, and prior to March 15, 2010, either party may give written notice of its intention to open negotiations for a new Agreement. Meetings between the parties shall begin within a reasonable period after such notification.

This Agreement is made and entered into on the *29<sup>th</sup>* day of *MARCH*, 2005, by and between HARBORFIELDS CENTRAL SCHOOL DISTRICT OF GREENLAWN AND UNITED TEACHERS OF HARBORFIELDS.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed and sealed.

HARBORFIELDS CENTRAL  
SCHOOL DISTRICT OF  
GREENLAWN, GREENLAWN,  
NEW YORK

By: *Raymond A. McLean*

Print Name and Title:

*RAYMOND A. McLEAN - Supt.*

Date: *7/25/05*

UNITED TEACHERS OF  
HARBORFIELDS  
(NYSUT, AFT, AFL-CIO)

By: *Jeffrey A. Shade*

Print Name and Title:

*JEFFREY A. SHADE, President*

Date: *July 27<sup>th</sup> 2005*

**APPENDIX A-1  
TEACHER SALARY SCHEDULE**

0%	Effective July 1, 2005 - June 30, 2006								
			Frozen				Frozen		
Step	A	B	C	D	E	F	G	H	I
	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	DR
1	\$38,908	\$40,961	\$43,004	\$45,049	\$47,100	\$49,145	\$51,193	\$53,247	\$55,287
2	\$40,957	\$43,006	\$45,051	\$47,098	\$49,147	\$51,193	\$53,242	\$55,291	\$57,335
3	\$43,006	\$45,051	\$47,098	\$49,147	\$51,194	\$53,241	\$55,291	\$57,335	\$59,383
4	\$45,051	\$47,098	\$49,147	\$51,194	\$53,242	\$55,291	\$57,335	\$59,383	\$61,435
5	\$47,098	\$49,147	\$51,194	\$53,242	\$55,291	\$57,335	\$59,383	\$61,435	\$63,479
6	\$49,560	\$51,604	\$53,652	\$55,699	\$57,748	\$59,797	\$61,841	\$63,891	\$65,935
7	\$52,015	\$54,061	\$56,108	\$58,156	\$60,207	\$62,251	\$64,299	\$66,348	\$68,397
8	\$54,473	\$56,519	\$58,568	\$60,615	\$62,659	\$64,711	\$66,758	\$68,805	\$70,855
9	\$56,926	\$58,978	\$61,026	\$63,068	\$65,118	\$67,167	\$69,216	\$71,265	\$73,309
10	\$59,383	\$61,435	\$63,479	\$65,533	\$67,575	\$69,623	\$71,672	\$73,719	\$75,766
11	\$61,841	\$63,891	\$65,935	\$67,986	\$70,031	\$72,085	\$74,130	\$76,178	\$78,228
12	\$64,299	\$66,348	\$68,397	\$70,442	\$72,492	\$74,540	\$76,586	\$78,635	\$80,681
13	\$66,758	\$68,805	\$70,854	\$72,901	\$74,948	\$76,998	\$79,046	\$81,091	\$83,141
14	\$69,216	\$71,265	\$73,306	\$75,357	\$77,406	\$79,451	\$81,504	\$83,551	\$85,596
15	\$69,216	\$71,265	\$75,766	\$77,818	\$79,864	\$81,910	\$83,962	\$86,007	\$88,056
16	\$69,216	\$71,265	\$75,766	\$80,271	\$82,320	\$84,370	\$86,415	\$88,461	\$90,515
17	\$69,216	\$71,265	\$75,766	\$80,271	\$84,778	\$86,825	\$88,875	\$90,918	\$92,969
18	\$69,216	\$71,265	\$75,766	\$80,271	\$84,778	\$86,825	\$91,331	\$93,378	\$95,426
19	\$69,216	\$71,265	\$75,766	\$80,271	\$84,778	\$86,825	\$91,331	\$93,378	\$95,426
20	\$69,216	\$71,265	\$75,766	\$80,271	\$84,778	\$86,825	\$91,331	\$93,378	\$95,426
*21L	\$73,309	\$75,357	\$79,864	\$84,367	\$88,875	\$90,918	\$95,426	\$97,471	\$99,522
22	\$73,309	\$75,357	\$79,864	\$84,367	\$88,875	\$90,918	\$95,426	\$97,471	\$99,522
23	\$73,309	\$75,357	\$79,864	\$84,367	\$88,875	\$90,918	\$95,426	\$97,471	\$99,522
24	\$73,309	\$75,357	\$79,864	\$84,367	\$88,875	\$90,918	\$95,426	\$97,471	\$99,522
25	\$73,309	\$75,357	\$79,864	\$84,367	\$88,875	\$90,918	\$95,426	\$97,471	\$99,522
**26L	\$77,406	\$79,451	\$83,962	\$88,461	\$92,969	\$95,015	\$99,522	\$101,570	\$103,616
27	\$77,406	\$79,451	\$83,962	\$88,461	\$92,969	\$95,015	\$99,522	\$101,570	\$103,616
28	\$77,406	\$79,451	\$83,962	\$88,461	\$92,969	\$95,015	\$99,522	\$101,570	\$103,616
29	\$77,406	\$79,451	\$83,962	\$88,461	\$92,969	\$95,015	\$99,522	\$101,570	\$103,616
30	\$77,406	\$79,451	\$83,962	\$88,461	\$92,969	\$95,015	\$99,522	\$101,570	\$103,616
21A	\$76,241	\$78,371	\$83,059	\$87,742	\$92,430	\$94,555	\$99,243	\$101,370	\$103,503
26A	\$80,502	\$82,629	\$87,320	\$91,999	\$96,688	\$98,816	\$103,503	\$105,633	\$107,761

\* A teacher who has completed twenty (20) years of credited teaching service, ten (10) in the District, may receive the amount indicated by Step 21L, on the recommendation of the Superintendent and approval of the Board of Education, provided the teacher submits a written request for placement on Step 21L by February 1st of the previous year.

\*\* A teacher who has completed twenty-five (25) years of credited teaching service, fifteen (15) in the District, may receive the amount indicated by Step 26L, on the recommendation of the Superintendent and approval of the Board of Education, provided the teacher submits a written request for placement on Step 26L by February 1st of the previous year.

BA + 60 = \$500 Beyond Class C (BA + 30). A teacher must be permanently certified in teaching area or subject in order to be placed on the BA + 60 schedule.

**APPENDIX A-2  
TEACHER SALARY SCHEDULE**

3%	Effective September 1, 2006								
			Frozen				Frozen		
Step	A	B	C	D	E	F	G	H	I
	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	DR
1	\$40,075	\$42,190	\$44,294	\$46,400	\$48,513	\$50,619	\$52,729	\$54,844	\$56,946
2	\$42,186	\$44,296	\$46,403	\$48,511	\$50,621	\$52,729	\$54,839	\$56,950	\$59,055
3	\$44,296	\$46,403	\$48,511	\$50,621	\$52,730	\$54,838	\$56,950	\$59,055	\$61,164
4	\$46,403	\$48,511	\$50,621	\$52,730	\$54,839	\$56,950	\$59,055	\$61,164	\$63,278
5	\$48,511	\$50,621	\$52,730	\$54,839	\$56,950	\$59,055	\$61,164	\$63,278	\$65,383
6	\$51,047	\$53,152	\$55,262	\$57,370	\$59,480	\$61,591	\$63,696	\$65,808	\$67,913
7	\$53,575	\$55,683	\$57,791	\$59,901	\$62,013	\$64,119	\$66,228	\$68,338	\$70,449
8	\$56,107	\$58,215	\$60,325	\$62,433	\$64,539	\$66,652	\$68,761	\$70,869	\$72,981
9	\$58,634	\$60,747	\$62,857	\$64,960	\$67,072	\$69,182	\$71,292	\$73,403	\$75,508
10	\$61,164	\$63,278	\$65,383	\$67,499	\$69,602	\$71,712	\$73,822	\$75,931	\$78,039
11	\$63,696	\$65,808	\$67,913	\$70,026	\$72,132	\$74,248	\$76,354	\$78,463	\$80,575
12	\$66,228	\$68,338	\$70,449	\$72,555	\$74,667	\$76,776	\$78,884	\$80,994	\$83,101
13	\$68,761	\$70,869	\$72,980	\$75,088	\$77,196	\$79,308	\$81,417	\$83,524	\$85,635
14	\$71,292	\$73,403	\$75,505	\$77,618	\$79,728	\$81,835	\$83,949	\$86,058	\$88,164
15	\$71,292	\$73,403	\$78,039	\$80,153	\$82,260	\$84,367	\$86,481	\$88,587	\$90,698
16	\$71,292	\$73,403	\$78,039	\$82,679	\$84,790	\$86,901	\$89,007	\$91,115	\$93,230
17	\$71,292	\$73,403	\$78,039	\$82,679	\$87,321	\$89,430	\$91,541	\$93,646	\$95,758
18	\$71,292	\$73,403	\$78,039	\$82,679	\$87,321	\$89,430	\$94,071	\$96,179	\$98,289
19	\$71,292	\$73,403	\$78,039	\$82,679	\$87,321	\$89,430	\$94,071	\$96,179	\$98,289
20	\$71,292	\$73,403	\$78,039	\$82,679	\$87,321	\$89,430	\$94,071	\$96,179	\$98,289
*21L	\$75,508	\$77,618	\$82,260	\$86,898	\$91,541	\$93,646	\$98,289	\$100,395	\$102,508
22	\$75,508	\$77,618	\$82,260	\$86,898	\$91,541	\$93,646	\$98,289	\$100,395	\$102,508
23	\$75,508	\$77,618	\$82,260	\$86,898	\$91,541	\$93,646	\$98,289	\$100,395	\$102,508
24	\$75,508	\$77,618	\$82,260	\$86,898	\$91,541	\$93,646	\$98,289	\$100,395	\$102,508
25	\$75,508	\$77,618	\$82,260	\$86,898	\$91,541	\$93,646	\$98,289	\$100,395	\$102,508
**26L	\$79,728	\$81,835	\$86,481	\$91,115	\$95,758	\$97,865	\$102,508	\$104,617	\$106,724
27	\$79,728	\$81,835	\$86,481	\$91,115	\$95,758	\$97,865	\$102,508	\$104,617	\$106,724
28	\$79,728	\$81,835	\$86,481	\$91,115	\$95,758	\$97,865	\$102,508	\$104,617	\$106,724
29	\$79,728	\$81,835	\$86,481	\$91,115	\$95,758	\$97,865	\$102,508	\$104,617	\$106,724
30	\$79,728	\$81,835	\$86,481	\$91,115	\$95,758	\$97,865	\$102,508	\$104,617	\$106,724

\* A teacher who has completed twenty (20) years of credited teaching service, ten (10) in the District, may receive the amount indicated by Step 21L, on the recommendation of the Superintendent and approval of the Board of Education, provided the teacher submits a written request for placement on Step 21L by February 1st of the previous year.

\*\* A teacher who has completed twenty-five (25) years of credited teaching service, fifteen (15) in the District, may receive the amount indicated by Step 26L, on the recommendation of the Superintendent and approval of the Board of Education, provided the teacher submits a written request for placement on Step 26L by February 1st of the previous year.

BA + 60 = \$500 Beyond Class C (BA + 30). A teacher must be permanently certified in teaching area or subject in order to be placed on the BA + 60 schedule.

**APPENDIX A-3  
TEACHER SALARY SCHEDULE**

3%	Effective February 1, 2007								
			Frozen				Frozen		
Step	A	B	C	D	E	F	G	H	I
	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	DR
1	\$41,277	\$43,456	\$45,623	\$47,792	\$49,968	\$52,138	\$54,311	\$56,490	\$58,654
2	\$43,451	\$45,625	\$47,795	\$49,966	\$52,140	\$54,311	\$56,484	\$58,658	\$60,827
3	\$45,625	\$47,795	\$49,966	\$52,140	\$54,312	\$56,483	\$58,658	\$60,827	\$62,999
4	\$47,795	\$49,966	\$52,140	\$54,312	\$56,484	\$58,658	\$60,827	\$62,999	\$65,176
5	\$49,966	\$52,140	\$54,312	\$56,484	\$58,658	\$60,827	\$62,999	\$65,176	\$67,345
6	\$52,578	\$54,747	\$56,919	\$59,091	\$61,265	\$63,439	\$65,607	\$67,782	\$69,950
7	\$55,183	\$57,353	\$59,525	\$61,698	\$63,874	\$66,042	\$68,215	\$70,389	\$72,562
8	\$57,790	\$59,961	\$62,135	\$64,306	\$66,475	\$68,652	\$70,824	\$72,995	\$75,170
9	\$60,393	\$62,570	\$64,742	\$66,909	\$69,084	\$71,257	\$73,431	\$75,605	\$77,774
10	\$62,999	\$65,176	\$67,345	\$69,524	\$71,690	\$73,863	\$76,037	\$78,208	\$80,380
11	\$65,607	\$67,782	\$69,950	\$72,126	\$74,296	\$76,475	\$78,645	\$80,817	\$82,992
12	\$68,215	\$70,389	\$72,562	\$74,732	\$76,907	\$79,079	\$81,250	\$83,424	\$85,594
13	\$70,824	\$72,995	\$75,169	\$77,341	\$79,512	\$81,687	\$83,860	\$86,029	\$88,204
14	\$73,431	\$75,605	\$77,770	\$79,946	\$82,120	\$84,290	\$86,468	\$88,639	\$90,809
15	\$73,431	\$75,605	\$80,380	\$82,557	\$84,728	\$86,898	\$89,075	\$91,245	\$93,419
16	\$73,431	\$75,605	\$80,380	\$85,160	\$87,333	\$89,508	\$91,678	\$93,848	\$96,027
17	\$73,431	\$75,605	\$80,380	\$85,160	\$89,941	\$92,113	\$94,287	\$96,455	\$98,631
18	\$73,431	\$75,605	\$80,380	\$85,160	\$89,941	\$92,113	\$96,893	\$99,065	\$101,237
19	\$73,431	\$75,605	\$80,380	\$85,160	\$89,941	\$92,113	\$96,893	\$99,065	\$101,237
20	\$73,431	\$75,605	\$80,380	\$85,160	\$89,941	\$92,113	\$96,893	\$99,065	\$101,237
*21L	\$77,774	\$79,946	\$84,728	\$89,505	\$94,287	\$96,455	\$101,237	\$103,407	\$105,583
22	\$77,774	\$79,946	\$84,728	\$89,505	\$94,287	\$96,455	\$101,237	\$103,407	\$105,583
23	\$77,774	\$79,946	\$84,728	\$89,505	\$94,287	\$96,455	\$101,237	\$103,407	\$105,583
24	\$77,774	\$79,946	\$84,728	\$89,505	\$94,287	\$96,455	\$101,237	\$103,407	\$105,583
25	\$77,774	\$79,946	\$84,728	\$89,505	\$94,287	\$96,455	\$101,237	\$103,407	\$105,583
**26L	\$82,120	\$84,290	\$89,075	\$93,848	\$98,631	\$100,801	\$105,583	\$107,756	\$109,926
27	\$82,120	\$84,290	\$89,075	\$93,848	\$98,631	\$100,801	\$105,583	\$107,756	\$109,926
28	\$82,120	\$84,290	\$89,075	\$93,848	\$98,631	\$100,801	\$105,583	\$107,756	\$109,926
29	\$82,120	\$84,290	\$89,075	\$93,848	\$98,631	\$100,801	\$105,583	\$107,756	\$109,926
30	\$82,120	\$84,290	\$89,075	\$93,848	\$98,631	\$100,801	\$105,583	\$107,756	\$109,926

\* A teacher who has completed twenty (20) years of credited teaching service, ten (10) in the District, may receive the amount indicated by Step 21L, on the recommendation of the Superintendent and approval of the Board of Education, provided the teacher submits a written request for placement on Step 21L by February 1st of the previous year.

\*\* A teacher who has completed twenty-five (25) years of credited teaching service, fifteen (15) in the District, may receive the amount indicated by Step 26L, on the recommendation of the Superintendent and approval of the Board of Education, provided the teacher submits a written request for placement on Step 26L by February 1st of the previous year.

BA + 60 = \$500 Beyond Class C (BA + 30). A teacher must be permanently certified in teaching area or subject in order to be placed on the BA + 60 schedule.



**APPENDIX A-4  
TEACHER SALARY SCHEDULE**

4.25%	Effective July 1, 2007 - June 30, 2008								
			Frozen				Frozen		
Step	A	B	C	D	E	F	G	H	I
	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	DR
1	\$43,032	\$45,302	\$47,562	\$49,824	\$52,092	\$54,354	\$56,619	\$58,891	\$61,147
2	\$45,298	\$47,564	\$49,826	\$52,090	\$54,356	\$56,619	\$58,885	\$61,151	\$63,412
3	\$47,564	\$49,826	\$52,090	\$54,356	\$56,620	\$58,884	\$61,151	\$63,412	\$65,677
4	\$49,826	\$52,090	\$54,356	\$56,620	\$58,885	\$61,151	\$63,412	\$65,677	\$67,946
5	\$52,090	\$54,356	\$56,620	\$58,885	\$61,151	\$63,412	\$65,677	\$67,946	\$70,207
6	\$54,813	\$57,073	\$59,338	\$61,602	\$63,869	\$66,135	\$68,395	\$70,663	\$72,923
7	\$57,528	\$59,791	\$62,055	\$64,320	\$66,588	\$68,849	\$71,114	\$73,380	\$75,646
8	\$60,246	\$62,509	\$64,776	\$67,039	\$69,300	\$71,570	\$73,834	\$76,098	\$78,365
9	\$62,959	\$65,229	\$67,494	\$69,752	\$72,020	\$74,286	\$76,552	\$78,818	\$81,079
10	\$65,677	\$67,946	\$70,207	\$72,479	\$74,737	\$77,002	\$79,268	\$81,532	\$83,796
11	\$68,395	\$70,663	\$72,923	\$75,192	\$77,453	\$79,725	\$81,987	\$84,252	\$86,519
12	\$71,114	\$73,380	\$75,646	\$77,908	\$80,175	\$82,440	\$84,703	\$86,969	\$89,232
13	\$73,834	\$76,098	\$78,364	\$80,628	\$82,892	\$85,159	\$87,424	\$89,686	\$91,953
14	\$76,552	\$78,818	\$81,076	\$83,344	\$85,610	\$87,872	\$90,142	\$92,406	\$94,668
15	\$76,552	\$78,818	\$83,796	\$86,066	\$88,329	\$90,591	\$92,861	\$95,123	\$97,389
16	\$76,552	\$78,818	\$83,796	\$88,779	\$91,045	\$93,312	\$95,574	\$97,837	\$100,109
17	\$76,552	\$78,818	\$83,796	\$88,779	\$93,763	\$96,027	\$98,295	\$100,554	\$102,823
18	\$76,552	\$78,818	\$83,796	\$88,779	\$93,763	\$96,027	\$101,011	\$103,275	\$105,540
19	\$76,552	\$78,818	\$83,796	\$88,779	\$93,763	\$96,027	\$101,011	\$103,275	\$105,540
20	\$76,552	\$78,818	\$83,796	\$88,779	\$93,763	\$96,027	\$101,011	\$103,275	\$105,540
*21L	\$81,079	\$83,344	\$88,329	\$93,309	\$98,295	\$100,554	\$105,540	\$107,802	\$110,070
22	\$81,079	\$83,344	\$88,329	\$93,309	\$98,295	\$100,554	\$105,540	\$107,802	\$110,070
23	\$81,079	\$83,344	\$88,329	\$93,309	\$98,295	\$100,554	\$105,540	\$107,802	\$110,070
24	\$81,079	\$83,344	\$88,329	\$93,309	\$98,295	\$100,554	\$105,540	\$107,802	\$110,070
25	\$81,079	\$83,344	\$88,329	\$93,309	\$98,295	\$100,554	\$105,540	\$107,802	\$110,070
**26L	\$85,610	\$87,872	\$92,861	\$97,837	\$102,823	\$105,085	\$110,070	\$112,335	\$114,598
27	\$85,610	\$87,872	\$92,861	\$97,837	\$102,823	\$105,085	\$110,070	\$112,335	\$114,598
28	\$85,610	\$87,872	\$92,861	\$97,837	\$102,823	\$105,085	\$110,070	\$112,335	\$114,598
29	\$85,610	\$87,872	\$92,861	\$97,837	\$102,823	\$105,085	\$110,070	\$112,335	\$114,598
30	\$85,610	\$87,872	\$92,861	\$97,837	\$102,823	\$105,085	\$110,070	\$112,335	\$114,598

\* A teacher who has completed twenty (20) years of credited teaching service, ten (10) in the District, may receive the amount indicated by Step 21L, on the recommendation of the Superintendent and approval of the Board of Education, provided the teacher submits a written request for placement on Step 21L by February 1st of the previous year.

\*\* A teacher who has completed twenty-five (25) years of credited teaching service, fifteen (15) in the District, may receive the amount indicated by Step 26L, on the recommendation of the Superintendent and approval of the Board of Education, provided the teacher submits a written request for placement on Step 26L by February 1st of the previous year.

BA + 60 = \$500 Beyond Class C (BA + 30). A teacher must be permanently certified in teaching area or subject in order to be placed on the BA + 60 schedule.

**APPENDIX A-5  
TEACHER SALARY SCHEDULE**

4%	Effective July 1, 2008 - June 30, 2009								
			Frozen				Frozen		
Step	A	B	C	D	E	F	G	H	I
	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	DR
1	\$44,753	\$47,114	\$49,464	\$51,817	\$54,176	\$56,528	\$58,884	\$61,246	\$63,593
2	\$47,110	\$49,467	\$51,819	\$54,173	\$56,530	\$58,884	\$61,240	\$63,597	\$65,948
3	\$49,467	\$51,819	\$54,173	\$56,530	\$58,885	\$61,239	\$63,597	\$65,948	\$68,304
4	\$51,819	\$54,173	\$56,530	\$58,885	\$61,240	\$63,597	\$65,948	\$68,304	\$70,664
5	\$54,173	\$56,530	\$58,885	\$61,240	\$63,597	\$65,948	\$68,304	\$70,664	\$73,015
6	\$57,005	\$59,356	\$61,712	\$64,067	\$66,423	\$68,780	\$71,131	\$73,489	\$75,840
7	\$59,829	\$62,182	\$64,537	\$66,893	\$69,252	\$71,603	\$73,958	\$76,315	\$78,672
8	\$62,656	\$65,010	\$67,367	\$69,721	\$72,072	\$74,432	\$76,787	\$79,141	\$81,499
9	\$65,478	\$67,838	\$70,194	\$72,543	\$74,901	\$77,257	\$79,614	\$81,971	\$84,322
10	\$68,304	\$70,664	\$73,015	\$75,378	\$77,727	\$80,082	\$82,439	\$84,794	\$87,148
11	\$71,131	\$73,489	\$75,840	\$78,199	\$80,552	\$82,914	\$85,266	\$87,622	\$89,980
12	\$73,958	\$76,315	\$78,672	\$81,024	\$83,382	\$85,738	\$88,091	\$90,448	\$92,802
13	\$76,787	\$79,141	\$81,498	\$83,853	\$86,207	\$88,565	\$90,921	\$93,273	\$95,631
14	\$79,614	\$81,971	\$84,319	\$86,678	\$89,035	\$91,387	\$93,748	\$96,103	\$98,455
15	\$79,614	\$81,971	\$87,148	\$89,508	\$91,862	\$94,215	\$96,575	\$98,928	\$101,284
16	\$79,614	\$81,971	\$87,148	\$92,330	\$94,687	\$97,045	\$99,397	\$101,750	\$104,113
17	\$79,614	\$81,971	\$87,148	\$92,330	\$97,514	\$99,869	\$102,226	\$104,576	\$106,936
18	\$79,614	\$81,971	\$87,148	\$92,330	\$97,514	\$99,869	\$105,051	\$107,406	\$109,762
19	\$79,614	\$81,971	\$87,148	\$92,330	\$97,514	\$99,869	\$105,051	\$107,406	\$109,762
20	\$79,614	\$81,971	\$87,148	\$92,330	\$97,514	\$99,869	\$105,051	\$107,406	\$109,762
*21L	\$84,322	\$86,678	\$91,862	\$97,041	\$102,226	\$104,576	\$109,762	\$112,114	\$114,473
22	\$84,322	\$86,678	\$91,862	\$97,041	\$102,226	\$104,576	\$109,762	\$112,114	\$114,473
23	\$84,322	\$86,678	\$91,862	\$97,041	\$102,226	\$104,576	\$109,762	\$112,114	\$114,473
24	\$84,322	\$86,678	\$91,862	\$97,041	\$102,226	\$104,576	\$109,762	\$112,114	\$114,473
25	\$84,322	\$86,678	\$91,862	\$97,041	\$102,226	\$104,576	\$109,762	\$112,114	\$114,473
**26L	\$89,035	\$91,387	\$96,575	\$101,750	\$106,936	\$109,289	\$114,473	\$116,829	\$119,182
27	\$89,035	\$91,387	\$96,575	\$101,750	\$106,936	\$109,289	\$114,473	\$116,829	\$119,182
28	\$89,035	\$91,387	\$96,575	\$101,750	\$106,936	\$109,289	\$114,473	\$116,829	\$119,182
29	\$89,035	\$91,387	\$96,575	\$101,750	\$106,936	\$109,289	\$114,473	\$116,829	\$119,182
30	\$89,035	\$91,387	\$96,575	\$101,750	\$106,936	\$109,289	\$114,473	\$116,829	\$119,182

\* A teacher who has completed twenty (20) years of credited teaching service, ten (10) in the District, may receive the amount indicated by Step 21L, on the recommendation of the Superintendent and approval of the Board of Education, provided the teacher submits a written request for placement on Step 21L by February 1st of the previous year.

\*\* A teacher who has completed twenty-five (25) years of credited teaching service, fifteen (15) in the District, may receive the amount indicated by Step 26L, on the recommendation of the Superintendent and approval of the Board of Education, provided the teacher submits a written request for placement on Step 26L by February 1st of the previous year.

BA + 60 = \$500 Beyond Class C (BA + 30). A teacher must be permanently certified in teaching area or subject in order to be placed on the BA + 60 schedule.

**APPENDIX A-6  
TEACHER SALARY SCHEDULE**

4%	Effective July 1, 2009 - June 30, 2010								
			Frozen				Frozen		
Step	A	B	C	D	E	F	G	H	I
	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	DR
1	\$46,543	\$48,999	\$51,443	\$53,889	\$56,343	\$58,789	\$61,239	\$63,696	\$66,136
2	\$48,994	\$51,445	\$53,892	\$56,340	\$58,791	\$61,239	\$63,690	\$66,141	\$68,586
3	\$51,445	\$53,892	\$56,340	\$58,791	\$61,240	\$63,689	\$66,141	\$68,586	\$71,036
4	\$53,892	\$56,340	\$58,791	\$61,240	\$63,690	\$66,141	\$68,586	\$71,036	\$73,491
5	\$56,340	\$58,791	\$61,240	\$63,690	\$66,141	\$68,586	\$71,036	\$73,491	\$75,936
6	\$59,286	\$61,731	\$64,181	\$66,629	\$69,080	\$71,531	\$73,976	\$76,429	\$78,874
7	\$62,222	\$64,670	\$67,118	\$69,568	\$72,022	\$74,467	\$76,917	\$79,368	\$81,819
8	\$65,163	\$67,610	\$70,061	\$72,510	\$74,955	\$77,410	\$79,858	\$82,307	\$84,759
9	\$68,097	\$70,552	\$73,002	\$75,444	\$77,897	\$80,348	\$82,799	\$85,250	\$87,695
10	\$71,036	\$73,491	\$75,936	\$78,393	\$80,836	\$83,286	\$85,737	\$88,185	\$90,634
11	\$73,976	\$76,429	\$78,874	\$81,327	\$83,774	\$86,231	\$88,677	\$91,127	\$93,579
12	\$76,917	\$79,368	\$81,819	\$84,265	\$86,718	\$89,167	\$91,615	\$94,066	\$96,514
13	\$79,858	\$82,307	\$84,758	\$87,207	\$89,656	\$92,108	\$94,558	\$97,004	\$99,456
14	\$82,799	\$85,250	\$87,691	\$90,145	\$92,596	\$95,042	\$97,498	\$99,947	\$102,393
15	\$82,799	\$85,250	\$90,634	\$93,089	\$95,536	\$97,984	\$100,438	\$102,885	\$105,336
16	\$82,799	\$85,250	\$90,634	\$96,023	\$98,474	\$100,927	\$103,373	\$105,820	\$108,277
17	\$82,799	\$85,250	\$90,634	\$96,023	\$101,415	\$103,863	\$106,316	\$108,759	\$111,213
18	\$82,799	\$85,250	\$90,634	\$96,023	\$101,415	\$103,863	\$109,254	\$111,702	\$114,152
19	\$82,799	\$85,250	\$90,634	\$96,023	\$101,415	\$103,863	\$109,254	\$111,702	\$114,152
20	\$82,799	\$85,250	\$90,634	\$96,023	\$101,415	\$103,863	\$109,254	\$111,702	\$114,152
*21L	\$87,695	\$90,145	\$95,536	\$100,923	\$106,316	\$108,759	\$114,152	\$116,598	\$119,052
22	\$87,695	\$90,145	\$95,536	\$100,923	\$106,316	\$108,759	\$114,152	\$116,598	\$119,052
23	\$87,695	\$90,145	\$95,536	\$100,923	\$106,316	\$108,759	\$114,152	\$116,598	\$119,052
24	\$87,695	\$90,145	\$95,536	\$100,923	\$106,316	\$108,759	\$114,152	\$116,598	\$119,052
25	\$87,695	\$90,145	\$95,536	\$100,923	\$106,316	\$108,759	\$114,152	\$116,598	\$119,052
**26L	\$92,596	\$95,042	\$100,438	\$105,820	\$111,213	\$113,660	\$119,052	\$121,502	\$123,949
27	\$92,596	\$95,042	\$100,438	\$105,820	\$111,213	\$113,660	\$119,052	\$121,502	\$123,949
28	\$92,596	\$95,042	\$100,438	\$105,820	\$111,213	\$113,660	\$119,052	\$121,502	\$123,949
29	\$92,596	\$95,042	\$100,438	\$105,820	\$111,213	\$113,660	\$119,052	\$121,502	\$123,949
30	\$92,596	\$95,042	\$100,438	\$105,820	\$111,213	\$113,660	\$119,052	\$121,502	\$123,949

\* A teacher who has completed twenty (20) years of credited teaching service, ten (10) in the District, may receive the amount indicated by Step 21L, on the recommendation of the Superintendent and approval of the Board of Education, provided the teacher submits a written request for placement on Step 21L by February 1st of the previous year.

\*\* A teacher who has completed twenty-five (25) years of credited teaching service, fifteen (15) in the District, may receive the amount indicated by Step 26L, on the recommendation of the Superintendent and approval of the Board of Education, provided the teacher submits a written request for placement on Step 26L by February 1st of the previous year.

BA + 60 = \$500 Beyond Class C (BA + 30). A teacher must be permanently certified in teaching area or subject in order to be placed on the BA + 60 schedule.

**APPENDIX B  
2005-2010  
INTERSCHOLASTIC COACHING SALARIES**

**GROUPINGS**

**High School - Head Varsity**

- 1 - Football
- 2 - Basketball
  - Wrestling
  - Winter Track
  - Baseball
  - Lacrosse
  - Softball
  - Volleyball
- 3 - Field Hockey
  - Gymnastics
  - Soccer
  - Track & Field
  - Cheerleading (Fall & Winter)
- 4 - Cross Country
  - Tennis
  - Badminton
  - Swimming
- 5 - Bowling
  - Golf

**Oldfield Middle School**

- 1 - Football
- 2 - Basketball
  - Gymnastics
  - Lacrosse
  - Soccer
  - Baseball
  - Wrestling
  - Track & Field
  - Field Hockey
  - Softball
  - Tennis
  - Volleyball
  - Cheerleading (Fall & Winter)
- 3 - Cross Country
  - Assistant Football
  - Assistant Track & Field

<b><u>DOLLAR GROUPINGS</u></b>	<b>05/06</b>	<b>06/07</b>	<b>07/08</b>	<b>08/09</b>	<b>09/10</b>
<b><u>Head Varsity</u></b>					
1V	6,955	7,372	7,686	7,993	8,313
2V	6,260	6,636	6,918	7,194	7,482
3V	5,216	5,529	5,764	5,994	6,234
4V	4,868	5,160	5,379	5,595	5,818
5V	3,478	3,687	3,843	3,997	4,157
<b><u>Assistant Varsity</u></b>					
1A	5,216	5,529	5,764	5,994	6,234
2A	4,694	4,976	5,187	5,395	5,610
3A	3,912	4,147	4,323	4,496	4,676
4A	3,652	3,871	4,036	4,197	4,365
5A	2,609	2,766	2,883	2,998	3,118
<b><u>Junior Varsity</u></b>					
1JV	5,216	5,529	5,764	5,994	6,234
2JV	4,695	4,977	5,188	5,396	5,612
3JV	3,912	4,147	4,323	4,496	4,676
4JV	3,652	3,871	4,036	4,197	4,365
5JV	2,609	2,766	2,883	2,998	3,118
<b><u>Assistant Junior Varsity</u></b>					
1AJV	4,080	4,325	4,509	4,689	4,877
<b><u>Middle School Head Coach</u></b>					
1MS	3,676	3,897	4,062	4,225	4,394
2MS	3,492	3,702	3,859	4,013	4,174
3MS	2,940	3,116	3,249	3,379	3,514

**APPENDIX B**  
**INTERSCHOLASTIC COACHING SALARY SCHEDULE**

<b>Harborfields High School</b>	<b>2005-2006</b>	<b>2006-2007</b>	<b>2007-2008</b>	<b>2008-2009</b>	<b>2009-2010</b>
<b>Badminton</b>					
Varsity	4,868	5,160	5,379	5,595	5,818
<b>Baseball</b>					
Varsity	6,260	6,636	6,918	7,194	7,482
Assistant Varsity	4,694	4,976	5,187	5,395	5,610
Junior Varsity	4,694	4,976	5,187	5,395	5,610
<b>Basketball (B)</b>					
Varsity	6,260	6,636	6,918	7,194	7,482
Assistant Varsity	4,694	4,976	5,187	5,395	5,610
Junior Varsity	4,694	4,976	5,187	5,395	5,610
<b>Basketball (G)</b>					
Varsity	6,260	6,636	6,918	7,194	7,482
Assistant Varsity	4,694	4,976	5,187	5,395	5,610
Junior Varsity	4,694	4,976	5,187	5,395	5,610
<b>Bowling (B)</b>					
Varsity	3,477	3,686	3,842	3,996	4,156
<b>Bowling (G)</b>					
Varsity	3,477	3,686	3,842	3,996	4,156
<b>Cheering</b>					
Varsity	5,216	5,529	5,764	5,994	6,234
Junior Varsity	3,912	4,147	4,323	4,496	4,676
<b>Cross Country</b>					
Varsity	4,868	5,160	5,379	5,595	5,818
Assistant Varsity	3,651	3,870	4,035	4,196	4,364
<b>Field Hockey</b>					
Varsity	5,216	5,529	5,764	5,994	6,234
Junior Varsity	3,912	4,147	4,323	4,496	4,676
<b>Football</b>					
Varsity	6,955	7,372	7,686	7,993	8,313
Assistant Varsity	5,216	5,529	5,764	5,994	6,234
Assistant Varsity	5,216	5,529	5,764	5,994	6,234
Junior Varsity	5,216	5,529	5,764	5,994	6,234
Assistant Junior Varsity	4,080	4,325	4,509	4,689	4,877
<b>Golf</b>					
Varsity	3,477	3,686	3,842	3,996	4,156
<b>Gymnastics</b>					
Varsity	5,216	5,529	5,764	5,994	6,234
<b>Lacrosse (B)</b>					
Varsity	6,260	6,636	6,918	7,194	7,482
Assistant Varsity	4,694	4,976	5,187	5,395	5,610
Junior Varsity	4,694	4,976	5,187	5,395	5,610

**APPENDIX B**  
**INTERSCHOLASTIC COACHING SALARY SCHEDULE**

<b>Harborfields High School</b>	<b>2005-2006</b>	<b>2006-2007</b>	<b>2007-2008</b>	<b>2008-2009</b>	<b>2009-2010</b>
Lacrosse (G)					
Varsity	6,260	6,636	6,918	7,194	7,482
Assistant Varsity	4,694	4,976	5,187	5,395	5,610
Junior Varsity	4,694	4,976	5,187	5,395	5,610
Soccer (B)					
Varsity	5,216	5,529	5,764	5,994	6,234
Assistant Varsity	3,912	4,147	4,323	4,496	4,676
Junior Varsity	3,912	4,147	4,323	4,496	4,676
Soccer (G)					
Varsity	5,216	5,529	5,764	5,994	6,234
Assistant Varsity	3,912	4,147	4,323	4,496	4,676
Junior Varsity	3,912	4,147	4,323	4,496	4,676
Softball					
Varsity	6,260	6,636	6,918	7,194	7,482
Assistant Varsity	4,694	4,976	5,187	5,395	5,610
Junior Varsity	4,694	4,976	5,187	5,395	5,610
Swimming					
Varsity	4,868	5,160	5,379	5,595	5,818
Tennis (B)					
Varsity	4,868	5,160	5,379	5,595	5,818
Tennis (G)					
Varsity	4,868	5,160	5,379	5,595	5,818
Track & Field (B)					
Varsity	5,216	5,529	5,764	5,994	6,234
Assistant Varsity	4,694	4,976	5,187	5,395	5,610
Track & Field (G)					
Varsity	5,216	5,529	5,764	5,994	6,234
Assistant Varsity	4,694	4,976	5,187	5,395	5,610
Volleyball					
Varsity	6,260	6,636	6,918	7,194	7,482
Junior Varsity	4,694	4,976	5,187	5,395	5,610
Winter Track (B)					
Varsity	6,260	6,636	6,918	7,194	7,482
Winter Track (G)					
Varsity	6,260	6,636	6,918	7,194	7,482
Wrestling					
Varsity	6,260	6,636	6,918	7,194	7,482
Junior Varsity	4,694	4,976	5,187	5,395	5,610
Equipment Manager					
	2,579	2,734	2,850	2,964	3,082

**APPENDIX B**  
**INTERSCHOLASTIC COACHING SALARY SCHEDULE**

<b>Oldfield Middle School</b>	<b>2005-2006</b>	<b>2006-2007</b>	<b>2007-2008</b>	<b>2008-2009</b>	<b>2009-2010</b>
Baseball	3,492	3,702	3,859	4,013	4,174
Basketball (B)	3,492	3,702	3,859	4,013	4,174
Basketball (G)	3,492	3,702	3,859	4,013	4,174
Cheerleading	3,492	3,702	3,859	4,013	4,174
Cross Country	2,940	3,116	3,249	3,379	3,514
Field Hockey	3,492	3,702	3,859	4,013	4,174
Football	3,676	3,897	4,062	4,225	4,394
Assistant Football	2,940	3,116	3,249	3,379	3,514
Gymnastics	3,492	3,702	3,859	4,013	4,174
Lacrosse (B)	3,492	3,702	3,859	4,013	4,174
Lacrosse White (G)	3,492	3,702	3,859	4,013	4,174
Lacrosse Green (G)	3,492	3,702	3,859	4,013	4,174
Soccer (B)	3,492	3,702	3,859	4,013	4,174
Soccer (G)	3,492	3,702	3,859	4,013	4,174
Softball	3,492	3,702	3,859	4,013	4,174
Tennis (B)	3,492	3,702	3,859	4,013	4,174
Tennis (G)	3,492	3,702	3,859	4,013	4,174
Track & Field (B)	3,492	3,702	3,859	4,013	4,174
Track & Field (G)	3,492	3,702	3,859	4,013	4,174
Track & Field (B&G Assistant)	3,492	3,702	3,859	4,013	4,174
Volleyball	3,492	3,702	3,859	4,013	4,174
Wrestling	3,492	3,702	3,859	4,013	4,174
Assistant Wrestling	3,492	3,702	3,859	4,013	4,174
Equipment Manager	2,371	2,513	2,620	2,725	2,834

**APPENDIX C**  
**EXTRA COMPENSATION SALARY SCHEDULE**  
**(SUPERVISORS, TIMERS AND SCORERS)**

<b><u>Harborfields High School</u></b>	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010
Varsity & JV Football					
Timer	79.71	84.49	88.08	91.61	95.27
Supervisor, Announcer & Chain Crew	73.34	77.74	81.04	84.29	87.66
Video Camera Personnel	106.24	112.61	117.40	122.10	126.98
Varsity & JV Basketball					
Timer (2 games)	99.93	105.93	110.43	114.84	119.44
Supervisor (2 games)	92.28	97.82	101.97	106.05	110.30
Scorer (2 games)	99.93	105.93	110.43	114.84	119.44
Timer (1 game)	60.70	64.34	67.08	69.76	72.55
Supervisor (1 game)	56.97	60.39	62.95	65.47	68.09
Scorer (1 game)	60.70	64.34	67.08	69.76	72.55
Varsity & JV Wrestling					
Timer (2 matches)	99.93	105.93	110.43	114.84	119.44
Supervisor (2 matches)	92.28	97.82	101.97	106.05	110.30
Timer (1 match)	60.70	64.34	67.08	69.76	72.55
Supervisor (1 match)	54.44	57.71	60.16	62.57	65.07
Varsity Gymnastics					
Supervisor	60.70	64.34	67.08	69.76	72.55
Varsity & JV Lacrosse			0.00	0.00	0.00
Timer	60.70	64.34	67.08	69.76	72.55
Supervisor	54.44	57.71	60.16	62.57	65.07
Timer (2 games)	79.71	84.49	88.08	91.61	95.27
Supervisor (2 games)	73.34	77.74	81.04	84.29	87.66
Varsity & JV Field Hockey					
Timer (2 games)	79.71	84.49	88.08	91.61	95.27
Supervisor (2 games)	73.34	77.74	81.04	84.29	87.66
Timer (1 game)	60.70	64.34	67.08	69.76	72.55
Supervisor (1 game)	54.44	57.71	60.16	62.57	65.07
Varsity & JV Soccer					
Timer	60.70	64.34	67.08	69.76	72.55
Supervisor	54.44	57.71	60.16	62.57	65.07
Varsity & JV Softball/Baseball					
Supervisor	54.44	57.71	60.16	62.57	65.07
Varsity & JV Volleyball					
Scorer (2 matches)	79.71	84.49	88.08	91.61	95.27
Supervisor (2 matches)	73.34	77.74	81.04	84.29	87.66
Scorer (1 match)	60.70	64.34	67.08	69.76	72.55
Supervisor (1 match)	54.44	57.71	60.16	62.57	65.07
<b><u>Oldfield Middle School</u></b>					
Supervisor (All)	54.44	57.71	60.16	62.57	65.07
<b><u>Saturday, Sunday &amp; Evenings</u></b>					
Starting 6:00 p.m. or later HHS and OMS additional (excludes football)	5.86	6.21	6.48	6.73	7.00



**APPENDIX D**  
**EXTRA CURRICULAR SALARY SCHEDULE**

<b><u>Oldfield Middle School</u></b>	<b>2005-2006</b>	<b>2006-2007</b>	<b>2007-2008</b>	<b>2008-2009</b>	<b>2009-2010</b>
<b>Group II (75% of Group I)</b>					
Yearbook	3,115	3,302	3,442	3,580	3,723
Newspaper	3,115	3,302	3,442	3,580	3,723
Student Government	3,115	3,302	3,442	3,580	3,723
School Store	3,115	3,302	3,442	3,580	3,723
Drama Club-Advisor	3,115	3,302	3,442	3,580	3,723
<b>Group III (55% of Group I)</b>					
Honor Society	2,280	2,417	2,520	2,620	2,725
Class Advisor-Grade 7	2,280	2,417	2,520	2,620	2,725
Class Advisor-Grade 8	2,280	2,417	2,520	2,620	2,725
Special Events Coordinator	2,280	2,417	2,520	2,620	2,725
Literary Magazine	2,280	2,417	2,520	2,620	2,725
<b>Group IV (36% of Group I)</b>					
Mathletes	1,458	1,545	1,611	1,676	1,743
Drama Production Support	1,458	1,545	1,611	1,676	1,743
Photography Club	1,458	1,545	1,611	1,676	1,743
Student Recognition	1,458	1,545	1,611	1,676	1,743
Class Advisor-Grade 6	1,458	1,545	1,611	1,676	1,743
Computer Club	1,458	1,545	1,611	1,676	1,743
<b>Group V (15% of Group I)</b>					
6 Math Olympiads	1,033	1,095	1,142	1,187	1,235
Just Say No	1,033	1,095	1,142	1,187	1,235
Art Club	1,033	1,095	1,142	1,187	1,235
Environmental Club	1,033	1,095	1,142	1,187	1,235
Reading Workshop Club	1,033	1,095	1,142	1,187	1,235
Magic Club	1,033	1,095	1,142	1,187	1,235
Multicultural Club	1,033	1,095	1,142	1,187	1,235
Scrabble Club	1,033	1,095	1,142	1,187	1,235
<b>Music Activities</b>					
7/8 Grade Chorus	5,758	6,103	6,363	6,617	6,882
7th Grade Band	3,284	3,481	3,629	3,774	3,925
8th Grade Band	3,284	3,481	3,629	3,774	3,925
7/8 Grade Orchestra	3,284	3,481	3,629	3,774	3,925
6th Grade Band	3,284	3,481	3,629	3,774	3,925
6th Grade Orchestra	3,284	3,481	3,629	3,774	3,925
6th Grade Chorus	3,284	3,481	3,629	3,774	3,925
Jazz Band	1,463	1,551	1,617	1,681	1,749
<b><u>Harborfields High School</u></b>	<b>2005-2006</b>	<b>2006-2007</b>	<b>2007-2008</b>	<b>2008-2009</b>	<b>2009-2010</b>
<b>Group I</b>					
Theatre Company	4,152	4,401	4,588	4,772	4,963
Yearbook	4,152	4,401	4,588	4,772	4,963
Drill Team/Kick Line	4,152	4,401	4,588	4,772	4,963

**APPENDIX D**  
**EXTRA CURRICULAR SALARY SCHEDULE**

<b>Harborfields High School</b>	<b>2005-2006</b>	<b>2006-2007</b>	<b>2007-2008</b>	<b>2008-2009</b>	<b>2009-2010</b>
<b>Group II (75% of Group I)</b>					
Newspaper	3,115	3,302	3,442	3,580	3,723
Class Advisor-Grade 12	3,115	3,302	3,442	3,580	3,723
Student Government	3,115	3,302	3,442	3,580	3,723
School Store	3,115	3,302	3,442	3,580	3,723
<b>Group III (55% of Group I)</b>					
Science Research Club	2,280	2,417	2,520	2,620	2,725
Class Advisor-Grade 9	2,280	2,417	2,520	2,620	2,725
Class Advisor-Grade 10	2,280	2,417	2,520	2,620	2,725
Class Advisor-Grade 11	2,280	2,417	2,520	2,620	2,725
Literary Magazine	2,280	2,417	2,520	2,620	2,725
National Honor Society	2,280	2,417	2,520	2,620	2,725
Academic Team (Total Team)	2,280	2,417	2,520	2,620	2,725
<b>Group IV (35% of Group I)</b>					
Interact Club	1,458	1,545	1,611	1,676	1,743
History Club	1,458	1,545	1,611	1,676	1,743
Drama/Dance Coach	1,458	1,545	1,611	1,676	1,743
Mathletes	1,458	1,545	1,611	1,676	1,743
Mock Trial	1,458	1,545	1,611	1,676	1,743
SADD	1,458	1,545	1,611	1,676	1,743
Model UN	1,458	1,545	1,611	1,676	1,743
Council for Unity	1,458	1,545	1,611	1,676	1,743
<b>Group V (25% of Group I)</b>					
Leaders Club	1,039	1,101	1,148	1,194	1,242
DECA	1,039	1,101	1,148	1,194	1,242
Art Honor Society	1,039	1,101	1,148	1,194	1,242
Gay/Straight Alliance	1,039	1,101	1,148	1,194	1,242
Modern Dance Club	1,039	1,101	1,148	1,194	1,242
Kid Witness News	1,039	1,101	1,148	1,194	1,242
Athletic Council	1,039	1,101	1,148	1,194	1,242
<b>Group VI</b>					
Second Language Club (3)	973	1,031	1,075	1,118	1,163
Art Club	973	1,031	1,075	1,118	1,163
Environmental Club	973	1,031	1,075	1,118	1,163
Amnesty International	973	1,031	1,075	1,118	1,163
Photography Club	973	1,031	1,075	1,118	1,163
Junior Statesmen of America	973	1,031	1,075	1,118	1,163
Video Club	973	1,031	1,075	1,118	1,163
Film Club	973	1,031	1,075	1,118	1,163
Future Teachers Club	973	1,031	1,075	1,118	1,163
Tri-M Club	973	1,031	1,075	1,118	1,163
Music Appreciation Club	973	1,031	1,075	1,118	1,163
ASL Club	973	1,031	1,075	1,118	1,163

**APPENDIX D  
EXTRA CURRICULAR SALARY SCHEDULE**

<b><u>Harborfields High School</u></b>	<b>2005-2006</b>	<b>2006-2007</b>	<b>2007-2008</b>	<b>2008-2009</b>	<b>2009-2010</b>
<b>Other Activities</b>					
Natural Helpers (2)	1,678	1,779	1,854	1,928	2,006
Teacher for Student Management (2))	3,463	3,671	3,827	3,980	4,139
Evening Recreation (per session)	101.19	107.26	111.82	116.29	120.94
<b>Music Activities</b>					
Director-Marching Band	4,634	4,912	5,121	5,326	5,539
Assistant Director-Marching Band (2)	3,479	3,688	3,844	3,998	4,158
Jazz Band	3,284	3,481	3,629	3,774	3,925
Vocal Ensemble	3,284	3,481	3,629	3,774	3,925
<b><u>Thomas J. Lahey Elementary School</u></b>					
<b>Music Activities</b>					
4th Grade Band	3,479	3,688	3,844	3,998	4,158
3rd & 4th Grade Orchestra	3,479	3,688	3,844	3,998	4,158
3rd & 5th Grade Orchestra	3,479	3,688	3,844	3,998	4,158
5th Grade Band	3,284	3,481	3,629	3,774	3,925
5th Grade Chorus	3,284	3,481	3,629	3,774	3,925
<b>Other Activities</b>					
Just Say No Club	1,114	1,181	1,231	1,280	1,331
Safety Patrol	1,458	1,545	1,611	1,676	1,743
Special Events Coordinator	1,992	2,112	2,201	2,289	2,381
Student Council	1,039	1,101	1,148	1,194	1,242
Cartoon Club-Grade 5	1,039	1,101	1,148	1,194	1,242
Cartoon Club-Grade 4	1,039	1,101	1,148	1,194	1,242
Newspaper Club	1,039	1,101	1,148	1,194	1,242
Art Club	1,039	1,101	1,148	1,194	1,242
Recorder Club	1,039	1,101	1,148	1,194	1,242
Multicultural Club	1,039	1,101	1,148	1,194	1,242
Scrabble Club	1,039	1,101	1,148	1,194	1,242
Garden Club	1,039	1,101	1,148	1,194	1,242
Yearbook	1,039	1,101	1,148	1,194	1,242
Art Fair Coordinator	1,039	1,101	1,148	1,194	1,242
<b><u>Washington Drive Primary School</u></b>					
Computer Club	1,039	1,101	1,148	1,194	1,242
Art Club	1,039	1,101	1,148	1,194	1,242
Music Club	1,039	1,101	1,148	1,194	1,242
<b><u>District</u></b>					
Teacher/Grade Level Subject Coordinator	2,262	2,398	2,500	2,600	2,704
Audio Visual-Advisor	3,112	3,299	3,439	3,576	3,720
Technology Coordinator	2,262	2,398	2,500	2,600	2,704
Special Events Coordinator	2,262	2,398	2,500	2,600	2,704

**APPENDIX E**  
**EXTRA COMPENSATION SCHEDULE - OTHER**

	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010
Home Instruction	35.42	37.55	39.14	40.71	42.33
•Jump Start					
•Elementary/Primary					
•Summer Academy					
•Homework Center					
•After School Dentention					
•OMS AIS Support					
Curriculum Development Planning	34.11	36.16	37.69	39.20	40.77
Intramurals	29.11	30.86	32.16	33.45	34.79
Supervision-per event up to 4 hrs.	54.44	57.71	60.15	62.56	65.06
•Curricular Activity					
•Co-Curricular Activity					
•SAT/PSAT Exam Supervision					
Supervision-Instructional Service	54.44	57.71	60.15	62.56	65.06
•Inservice Instructor					
•Saturday Academy-Instructor/Coordinator					
<u>Class Coverage</u>					
•Duty Period	21.54	22.83	23.80	24.75	25.74
•Preparation Period	37.97	40.25	41.95	43.63	45.38
Athletes Helping Other Athletes (2)	1,039	1,101.34	1,148.04	1,193.96	1,241.72
HOPE	1,000	1,060.00	1,104.94	1,149.14	1,195.11
Musical Director (HHS Production)	1,500	1,590.00	1,657.42	1,723.71	1,792.66
Data Analysis	3,500	3,710.00	3,867.30	4,022.00	4,182.88
Mentor Coordinators (2)	3,500	3,710.00	3,867.30	4,022.00	4,182.88
Step Coordinator	3,500	3,710.00	3,867.30	4,022.00	4,182.88
Athletic Trainer	19,115	20,262	21,121	21,966	22,844